

Section 1

Does the definition of compensation include risk by the employee/manager, creating a new job, development of a new product or service that employment depends on it's success. Has more experience or knowledge than the owner/manager. Their previous experience of success. Has a proven ability to motivate and create value to co-workers.

The company's dependence on the individual to maintain and provide a competitive advantage.

Provides a reputation that gives immediate and ongoing credibility.

Employer is motivated to provide employment to those unemployed.
Created Blind Enterprises of Oregon providing employment for the blind.

How does experience and the ability to adapt and provide a competitive advantage apply?

Section 2

- (a) How does an employer know the definition of comparable character. How does an employer prevent a change in the character? This might apply if an employee experiences a negative action. Such as criticism, documentation, consideration for promotion, termination. Negative action by the employee could be in the form of punishment.

General. How come employer explore the past behavior of the employee. Is not uncommon for an employee to have charged a former employer with the same infraction. An example would be past complaints of sexual harassment by other employees.
Example. ***Sexual harassment by and employee and the complaint of my review taken to the state.***

How is the image of favoritism apply.

Two examples; ***Part-time employment the single-parent at a higher compensation, adjustments made for employee with a spouse with terminal cancer.***

Respectfully

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