



founder2 <founder2@snaptalent.com>

Business phone/email

10 messages

founder1 <founder1@snaptalent.com>

Mon, Jun 9, 2008 at 10:31 AM

To: investor1 <investor1@investmentfirm.com>

Cc: founder2 <founder2@snaptalent.com>

Hey investor1,

Wanted to ask you if you think its a sensible idea to spend some of our money on phone/email access as a business expense. For the sales folk in our team, having phone and email access is key, and for engineers being close to email on the move is also key.

We're currently debating whether this should be a business or personal expense. We're thinking it should be a business expense - but wanted to get your thoughts before we do anything on this.

Thanks,

- founder1

investor1 <investor1@investmentfirm.com>

Mon, Jun 9, 2008 at 10:35 AM

To: founder1 <founder1@snaptalent.com>

Cc: founder2 <founder2@snaptalent.com>

What sort of services are you guys thinking about getting? In general, am thinking business expense but you want to make sure to go for the cheapest option.

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founder2 <founder2@snaptalent.com>

Mon, Jun 9, 2008 at 10:54 AM

To: investor1 <investor1@investmentfirm.com>

Cc: founder1 <founder1@snaptalent.com>

We want to make sure everyone has email and sales people have plenty of minutes. We looked at pooled business plans but they don't seem to be as cheap as doing it individually.

We were thinking of a \$59.99 iphone plan for ***** with 450 minutes and a 1350 or unlimited iphone plan for **** for \$99.99 or \$119.99. All of these come with unlimited data.

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investor1 <investor1@investmentfirm.com>

Tue, Jun 10, 2008 at 3:45 PM

To: founder2 <founder2@snaptalent.com>

Cc: founder1 <founder1@snaptalent.com>

I really don't care per se but you want to figure what you will be doing when you have 20 employees, or more. Is this going to be the only phone that peeps will get, or are you also running a fixed phone bill in the office ?

From: founder2 [mailto:founder2@snaptalent.com]

Sent: Monday, June 09, 2008 11:54 AM

To: investor1

Cc: founder1

Subject: Re: Business phone/email

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founder1 <founder1@snaptalent.com>

Tue, Jun 10, 2008 at 3:50 PM

To: investor1 <investor1@investmentfirm.com>

Cc: founder2 <founder2@snaptalent.com>

We've decided to defer on this issue for a little bit now as its controversial. There is a fine line between personal spend and business spend. It makes sense when phone calls are a business expense for that to be reimbursed, but otherwise where it makes no sense for the company to cover where there is no business use.

For the office we will be using our existing voip line which for \$10 a month gives us unlimited national and international calling. Easy to think about fixed line stuff when our voip line becomes expensive/impractical.

- founder1

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founder2 <founder2@snaptalent.com>

Tue, Jun 10, 2008 at 5:02 PM

To: founder1 <founder1@snaptalent.com>

we decided to defer it til everyone got here I though, not just in general?

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founder1 <founder1@snaptalent.com>

Tue, Jun 10, 2008 at 5:13 PM

To: founder2 <founder2@snaptalent.com>

We need to conserve money in the seedstage - at least for the next 12-18 months. The only difference in our situation compared to before is that we have salaries.

Until we find that we really need this - then we make a judgement call on it. Its hard to estimate phone requirements now anyway, for now i think it should be a personal expense until otherwise thought bout.

investor1 is right, we have to set a precedent on this in consideration of a universal company policy.

Its for the good of saving \$400 a month when we don't need to spend that.

Keep paying for your phone out of your salary for now - lets stay cheap. Seed money isn't a slush fund.

- founder1

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founder2 <founder2@snaptalent.com>

Tue, Jun 10, 2008 at 5:24 PM

To: founder1 <founder1@snaptalent.com>

wait im confused, i thought we decided it would be a good idea for at least us 4 to have email access on the go. nobody is getting phones? isnt that the opposite of what we discussed.

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founder1 <founder1@snaptalent.com>

Tue, Jun 10, 2008 at 5:31 PM

To: founder2 <founder2@snaptalent.com>

I think the deal is as follows

- 1) If we do it - it applies to everyone in the company; old or new
- 2) Then if we do it; we have to subsidise according to business need - so partial subsidy if you need it sometimes for business and as much subsidy as is sensible of you genuinely need it for business

Now a recurring cost that i think is a great thing to subsidise is to give every new employee gym membership - as the net benefit is productivity and if someone is too lazy to go to the gym at least they weren't lazy to sort of out.

Thoughts?

- founder1

On 10 Jun 2008, at 18:24, founder2 wrote:

wait im confused, i thought we decided it would be a good idea for at least us 4 to have email access on the go. nobody is getting phones? isnt that the opposite of what we discussed.

founder2 <founder2@snaptalent.com>

Tue, Jun 10, 2008 at 5:37 PM

To: founder1 <founder1@snaptalent.com>

The problem with subsidy is that you don't get the same tax benefits as just paying for it (since it counts as compensation and just paying for it as a business expense does not) I'm fine with the gym thing, I don't need it

because I have a better deal than we would be able to get (\$99/yr at 24hr fitness since my parents paid a long time ago upfront for memberships and the rate is now locked in) but I can see the benefit. Cost would be around \$24/mo/person and there is a 24hr 2 blocks from the office.

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