

**Subject:** Re: Timesheet Ms Bladin for October, 2020  
**Date:** Friday 20 November 2020 at 12:35:43 Myanmar Time  
**From:** Blandine Le Magnen  
**To:** Boris VIVARES  
**CC:** 'Tran Thi Cam Tu', ha.dang@vivablast.com, 'Htein Lynn', 'Jacques Vivares'  
**Attachments:** image001.jpg, image002.png, image003.jpg, image004.png, image005.jpg, image006.png, image007.jpg, image008.jpg, image009.jpg, image010.jpg

Dear Boris,

During one of your first visit to Myanmar you executed next to me the transfers for the salaries of all expats using online banking; so this is why I assumed you were still the one executing the transfers these days.

You need to explain me what justifications you are requesting to prove I was working as you were recipients of most reports send during the lockdown; and I have already sent files I had been working on. You IT also has access to all the mails I send, if that's not enough you need to explain clearly what justifications you are looking for.

The Myanmar staff has indeed not been paid during lockdown, the difference being that the Myanmar staff did not work.

As the HR department has just confirmed that they approved my October timesheet, I am wondering why you instructed me to contact the HR department as they are not the one who decided to cut the salary. I am therefore asking one more time the confirmation on who took the decision to cut my salary without any prior information to me, and I would like the confirmation whether or not the missing halves of my August and October salary is going to be paid by Vivablast?

Payments to VBA have been done every time there was an excess of cash flow after the payment of the consumables and the salaries which are necessary to keep this branch working. I have already informed you in April that closing the Myanmar branch was an option if you were not confident of its development in the future; if you now wish to do so you can instruct clearly and we will look into liquidating the assets and handing over the ongoing contracts to suitable companies.

I don't understand your last sentence. The email I sent on Monday is my official notification of non-extension of my current contract that expires on 31<sup>st</sup> December 2020. Please inform me when you have found my replacement so I can start informing the team and I can start preparing the logistics (driver, apartment, quarantine, business cards) and arrange handover and visit to our introduction meetings to our customers and suppliers.

Best,

**Blandine LE MAGNEN**  
**General Manager - Myanmar**  
Mobile: +95 (0) 9 77 60 77 369  
Email: [blandine@vivablast.com](mailto:blandine@vivablast.com)

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Ward 116, East Dagon Industrial Zone,  
Yangon, 11451, Myanmar.

---

**From:** Boris VIVARES <boris@vivablast.com>  
**Date:** Friday 20 November 2020 at 11:57  
**To:** 'Blandine Le Magnen' <blandine@vivablast.com>  
**Cc:** 'Tran Thi Cam Tu' <camtu@vivablast.com>, <ha.dang@vivablast.com>, 'Htein Lynn' <hteinlynnoo@vivablast.com>, 'Jacques Vivares' <jacques@vivablast.com>  
**Subject:** RE: Timesheet Ms Bladin for October, 2020

Dear Blandine

We are not a micro company like VB Myanmar hence making salaries is not my direct responsibility ...  
I am making the payment based on the report that I am receiving and in your case and the period we applied the deduction as lockdown situation.

As you claimed you have been working then you have to bring justification to our people;  
You are vehemently addressing that you are working from home and this is obviously translated within VB Myanmar October results you have advertised.

As well and pertaining to salary reduction everyone is/has been concerned with this event and it was also reflected within Myanmar toward your workers and staff with your subsequent decision for the same due to the 2<sup>nd</sup> lockdown notably.

Anyway in your reply its clear SILENCE ON  
Payment to VBA (VB ASIA/BLANDINE SALARIES) which is NOT VIVABLAST Company  
Losses to the business,  
Missing Commitments,  
Etc.. This is where we are !

Degradation if any comes from the business performance and not from a relationship, I am your manager beforehand.

Take note on these and stop to put you as a victim so it seems as you are facing the consequence of the critical Myanmar situation.

Pertaining to the prospects and ongoing activities, I will review on the contract email later on and will confirm or inform your actions

Your focus on your work is appreciated to date, let's keep it that way and you do not need to reply to this email, facts are facts and we must be realistic toward the performance and the situation.

You have expressed your desire to stop to work and if that is the case your official information is required to kick in the notice period.

**Thanks**  
**Best Regards**

**Boris Vivares Mr**  
Vivablast Group CEO  
Business Development Manager Asia



**VIVABLAST (Vietnam) Co, Ltd**  
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Thu Duc District, Ho Chi Minh City, Vietnam

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**From:** Blandine Le Magnen [<mailto:blandise@vivablast.com>]  
**Sent:** Friday, November 20, 2020 11:28 AM  
**To:** Boris VIVARES  
**Cc:** 'Tran Thi Cam Tu'; [ha.dang@vivablast.com](mailto:ha.dang@vivablast.com); 'Htein Lynn'; 'Jacques Vivares'  
**Subject:** Re: Timesheet Ms Bladin for October, 2020

Dear Boris,

The HR asked me on the 6<sup>th</sup> November prior to making the salary payment the reason why I had worked days despite the lockdown, and I answered this was because I was working from home (you can scroll down to see our exchange). I have received no answer from the HR since that message so assumed there was no issue with the time sheet. I have sent them one email today to clarify with them, we will see what they answer. The reason I was writing to you is because there was no issue raised from HR department and because I know you are the one making the transfers for the expats salary so I assume you are the one who took the decision to cut without informing me beforehand.

I am not threatening you, just pointing out that as you mentioned we have a contract binding us and that cutting a salary without prior information and agreement is a breach of it. I am actually really hoping that we can settle this issue amicably.

I would also like to correct you on the reason on my non extension of contract, it has nothing to do with the situation of the pandemic as we are now pretty safe with long term contracts signed with major customers (Jotun just got approved on BYMA site yesterday so the contract big painting contract should be finalized soon - I will send it to you for review beforehand as per your request-), but only because of our degrading relationship that make my working environment not enjoyable anymore.

Best regards,

**Blandine LE MAGNEN**  
**General Manager - Myanmar**  
Mobile: +95 (0) 9 77 60 77 369  
Email: [blandise@vivablast.com](mailto:blandise@vivablast.com)

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Yangon, 11451, Myanmar.

---

**From:** Boris VIVARES <[boris@vivablast.com](mailto:boris@vivablast.com)>  
**Date:** Friday 20 November 2020 at 10:00  
**To:** 'Blandine Le Magnen' <[blandine@vivablast.com](mailto:blandine@vivablast.com)>  
**Cc:** 'Tran Thi Cam Tu' <[camtu@vivablast.com](mailto:camtu@vivablast.com)>, <[ha.dang@vivablast.com](mailto:ha.dang@vivablast.com)>, 'Htein Lynn' <[hteinlynnoo@vivablast.com](mailto:hteinlynnoo@vivablast.com)>  
**Subject:** RE: Timesheet Ms Bladin for October, 2020

Dear Blandine

Once again address your grievances by letter to our HR Mgt on this situation and your justifications accordingly to motivate the request you are making below.  
Honestly, I do sense within the this email you sent a very offensive and threatening attitude and this is clearly a regrettable behavior.

Salary reduction concerns everyone at VBA and not only Ms BLANDINE LE MAGNEN.  
These saving measures we have to follow are there in reflection of the situation we face in Vietnam, Thailand, Laos, Taiwan and for Myanmar branch having the worst performance.  
VBA has been forced to implement conservative measure to minimize the impact of low revenue and this was notified to you and to all.  
Still, you are also the only one to react in such way ....

The results of Myanmar under your management are far from expectations and turnover down 50% of what it was when you took over the management.  
We can see that losses escalated in 2019 and continue to do so in 2020 which is mostly due to inattention on productivities and productions, budget compliance, omissions, Manpower retention without projects...

If it was not for the directed instructions to you this year to cut all and reduce as much as possible salary mass then we would be in a gloomy situation even worse that what it is today.  
You decided to step down your position in reaction to the situation of the pandemic and retro effect to your emoluments and that is your full right.

Finally, I would also recall that VB MYANMAR should be paying the VBA salaries as per the commitment you have made and the contract signed with VBA and which Myanmar fails to pay.  
Hence we could say that this is the snake biting its tail...

You have a contract and clear duties and you are not free of responsibilities within your actions and for the commitments that you made in your quality of General Manager of the VIVABLAST MYANMAR Branch.

Thanks  
Best Regards

Boris Vivares Mr  
Vivablast Group CEO  
Business Development Manager Asia

[www.vivablast.com](http://www.vivablast.com)



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---

**From:** Blandine Le Magnen [<mailto:blandise@vivablast.com>]  
**Sent:** Friday, November 20, 2020 7:36 AM  
**To:** Boris VIVARES  
**Cc:** 'Tran Thi Cam Tu'; [ha.dang@vivablast.com](mailto:ha.dang@vivablast.com); 'Htein Lynn'  
**Subject:** Re: Timesheet Ms Bladin for October, 2020

Dear Boris,

As I still haven't received the missing payment I would like to kindly remind you to follow up on this topic.

I have already requested in the past to limit my salary cut to 3 months in April, May June as the lockdown was for one month only. I am therefore expecting to receive my other half for August, and now my other half for October too.

Please note that as I have paid already the bank transfer fees of 25\$ for the two first halves, so VB should cover the transfer fee when transferring the missing halves.

My godfather who is a renowned lawyer has confirmed to me that in Myanmar, Vietnam and Singapore labour law, salary deduction must be done with prior written agreement of the employee.

Best regards,

**Blandine LE MAGNEN**  
**General Manager - Myanmar**  
Mobile: +95 (0) 9 77 60 77 369  
Email: [blandise@vivablast.com](mailto:blandise@vivablast.com)

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**From:** Blandine Le Magnen <[blandise@vivablast.com](mailto:blandise@vivablast.com)>

**Date:** Tuesday 10 November 2020 at 12:25

**To:** Boris VIVARES <[boris@vivablast.com](mailto:boris@vivablast.com)>

**Cc:** 'Tran Thi Cam Tu' <[camtu@vivablast.com](mailto:camtu@vivablast.com)>, <[ha.dang@vivablast.com](mailto:ha.dang@vivablast.com)>, 'Htein Lynn' <[hteinlynnoo@vivablast.com](mailto:hteinlynnoo@vivablast.com)>

**Subject:** Re: Timesheet Ms Bladin for October, 2020

Hi Boris,

May I know which evidence you are looking for? Your IT has access to my mailbox so you can check by yourself for emails sent and received during the lockdown. Attach is the salary file that I spent time during lockdown modifying to change to correct disruptencies and make it easier to understand for the new accountant taking over. I think you have received from our lockdown days updated financial reports, financial reports, cost control that I also spend time updating. Replies to customer emails, estimation and offers have still been sent during lockdown days.

The memo issued was for the first lockdown, and my salary has been cut for 4 months despite stopping for only one, when other expats in VN had their salary back to normal after one month.

I know all expats are not able to return home, but few of us are without their family and missing one in a life time event, which makes a critical difference. The performance or un performance is a different issue as my contract is not performance based.

Best,

**Blandine LE MAGNEN**

**General Manager - Myanmar**

Mobile: +95 (0) 9 77 60 77 369

Email: [blandise@vivablast.com](mailto:blandise@vivablast.com)

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Yangon, 11451, Myanmar.

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**From:** Boris VIVARES <[boris@vivablast.com](mailto:boris@vivablast.com)>

**Date:** Tuesday 10 November 2020 at 11:49

**To:** 'Blandine Le Magnen' <[blandise@vivablast.com](mailto:blandise@vivablast.com)>

**Cc:** 'Tran Thi Cam Tu' <[camtu@vivablast.com](mailto:camtu@vivablast.com)>, <[ha.dang@vivablast.com](mailto:ha.dang@vivablast.com)>, 'Htein Lynn' <[hteinlynnoo@vivablast.com](mailto:hteinlynnoo@vivablast.com)>

**Subject:** RE: Timesheet Ms Bladin for October, 2020

Dear Blandine

Thanks for your email and complaints;

I believe evidence will be needed for your below confirmation pertaining to leaves taken / presence at the office etc...

Email is copied to Ms. Cam Tu and Ms. Ha our HR Mgr. and this concerning your grievances and for their review / control.

FYI We had a memo issued on these lockdown events and corresponding salary reductions and this have been applied in such situation.



**From:** Blandine Le Magnen <[blandine@vivablast.com](mailto:blandine@vivablast.com)>  
**Date:** Tuesday 10 November 2020 at 12:25  
**To:** Boris VIVARES <[boris@vivablast.com](mailto:boris@vivablast.com)>  
**Cc:** 'Tran Thi Cam Tu' <[camtu@vivablast.com](mailto:camtu@vivablast.com)>, <[ha.dang@vivablast.com](mailto:ha.dang@vivablast.com)>, 'Htein Lynn' <[hteinlynnoo@vivablast.com](mailto:hteinlynnoo@vivablast.com)>  
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Email: [blandine@vivablast.com](mailto:blandine@vivablast.com)

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**From:** Boris VIVARES <[boris@vivablast.com](mailto:boris@vivablast.com)>  
**Date:** Tuesday 10 November 2020 at 11:49  
**To:** 'Blandine Le Magnen' <[blandine@vivablast.com](mailto:blandine@vivablast.com)>  
**Cc:** 'Tran Thi Cam Tu' <[camtu@vivablast.com](mailto:camtu@vivablast.com)>, <[ha.dang@vivablast.com](mailto:ha.dang@vivablast.com)>, 'Htein Lynn' <[hteinlynnoo@vivablast.com](mailto:hteinlynnoo@vivablast.com)>  
**Subject:** RE: Timesheet Ms Bladin for October, 2020

Dear Blandine

Thanks for your email and complaints;

I believe evidence will be needed for your below confirmation pertaining to leaves taken / presence at the office etc...

Email is copied to Ms. Cam Tu and Ms. Ha our HR Mgr. and this concerning your grievances and for their review / control.

FYI We had a memo issued on these lockdown events and corresponding salary reductions and this have been applied in such situation.

**For your management concern and duties vs commitments**

I shall recall the latest document received and my email according to the performance in October 2020 for COST VS REVENUE...

Your attention is required as year on year the results are far below the targets and particularly looking at the latest potentials received from Htein Lynn Oo.

**Potentials**

<b>MYANMAR TURNOVER TARGET 2020</b>		<b>1,410,000.00</b>	<b>170,000.00</b>	<b>170,000.00</b>
<b>Awarded and Done Turnover</b>	<b>D</b>	<b>126,732.16</b>	<b>9,572.80</b>	<b>-</b>
<b>Awarded Turnover</b>	<b>A</b>	<b>246,386.76</b>	<b>46,045.36</b>	<b>33,364.15</b>
<b>High Potential Turnover</b>	<b>HP</b>	<b>6,490.00</b>	<b>6,490.00</b>	<b>-</b>
<b>Potential Turnover</b>	<b>P</b>	<b>104,088.29</b>	<b>5,633.02</b>	<b>98,455.27</b>
<b>Budgetary Turnover</b>	<b>B</b>	<b>315,908.05</b>	<b>-</b>	<b>315,908.05</b>
<b>Total Turnover</b>		<b>799,605.25</b>	<b>55,618.16</b>	<b>33,364.15</b>

Means a revenue of 89K USD for the next 02 months...

So the expected NET revenue should be ~ round to 6,000 USD finishing on **NET INCOME of ~ 23K USD**

But insufficient to meet the losses done in 2019 which are (94K USD) and for a TO of 348 K USD

Hence needless to say that the result you propose for 2020 are clearly a deception with a NON realized TO of 1,036,881 USD

**Concerning situation in MYANMAR / COVID-19 and Lockdowns**

**I would remind:**

1/ You are not the only expatriate in the company hence everyone in same situation and We all cannot return to France or elsewhere.

We all face the risk of not being able to return to our duties and be forced for 14 days Quarantine and tests etc...

2/ Company can pay, if results are there, which means that doing drastic savings is the way to go (Btw which could have been done much earlier)

We all had to face reductions within our packages and limit expenses and continue to do drastic savings while not forgetting our attention to results and improving productivities.

<b>Financial Report 2019 (USD)</b>	
<b>Indicators</b>	<b>TOTAL</b>
<b>Turnover</b>	<b>348,892.88</b>
<b>Cost of Sale</b>	<b>333,522.65</b>
<b>Gross Profit</b>	<b>15,370.23</b>
<b>Operating Expenses</b>	<b>109,439.02</b>



Net Income	(94,068.79)
Worked Hours	101,716.50
Direct Hours Cost	4.35
Indirect Hour Cost	1.08

Financial Report 2020 (USD)	
Indicators	TOTAL
Turnover	295,210.33
Cost of Sale	220,908.74
Gross Profit	74,301.59
Operating Expenses	64,814.36
Net Income	9,487.23
Worked Hours	57,273.00
Direct Hours Cost	4.87
Indirect Hour Cost	1.12

As you can see between the 02 years

MANAGEMENT of PROJECT and FOCUS to results and FOCUS to budget is paramount!

We make money apparently hence it should not be an issue to have a result this year finally!

3/ Management should care to meet its commitment and give results, create value for the company !

Refer to email that I have sent to you on this attention to our productivity, attention to results etc...

Result are as they shown above with close to 50% reduction of MP hours in 2020 compare to 2019

Thanks

Best Regards

**Boris Vivares Mr**

Vivablast Group CEO

Business Development Manager Asia

**VIVABLAST (Vietnam) Co, Ltd**  
Street 2, Binh Chieu Industrial Zone,  
Thu Duc District, Ho Chi Minh City, Vietnam

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**From:** Blandine Le Magnen [<mailto:blandine@vivablast.com>]

**Sent:** Tuesday, November 10, 2020 11:24 AM

**To:** 'Boris VIVARES'

**Cc:** Tran Thi Cam Tu

**Subject:** Re: Timesheet Ms Bladin for October, 2020

Dear Boris,

I am unpleasantly surprised to see that my salary of October has been, once again, cut by half despite information to your admin department that I had either work from home or used my annual leave during the lockdown.

Could you please clarify the situation?

I would also like to gently highlight that deciding to stay in Myanmar to be able to run this company comes at a high personal price of not having seen my family for 11 months now (and counting), not having attended my own sister's wedding and seeing 80% of my personal circle in Yangon leaving one after another.

Best regards,

**Blandine LE MAGNEN**  
**General Manager - Myanmar**  
Mobile: +95 (0) 9 77 60 77 369  
Email: [blandine@vivablast.com](mailto:blandine@vivablast.com)

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Yangon, 11451, Myanmar.



**From:** Blandine Le Magnen <[blandine@vivablast.com](mailto:blandine@vivablast.com)>  
**Date:** Friday 6 November 2020 at 10:32  
**To:** Hoang Thi Ly <[ly.hoangthi@vivablast.com](mailto:ly.hoangthi@vivablast.com)>  
**Cc:** <[hung.nguyen@vivablast.com](mailto:hung.nguyen@vivablast.com)>, <[tien.ngo@vivablast.com](mailto:tien.ngo@vivablast.com)>, 'HR Myanmar' <[hr.myanmar@vivablast.com](mailto:hr.myanmar@vivablast.com)>  
**Subject:** Re: Timesheet Ms Bladin for October, 2020

Hi Ms Ly,

This is because I do not work directly on construction sites.

I worked from home these days to complete reporting, prepare estimation and send proposal to customer, answer customer questions and emails, send you the time sheets, review and improve some files used by the company.

Best,

**Blandine LE MAGNEN**  
**General Manager - Myanmar**  
Mobile: +95 (0) 9 77 60 77 369  
Email: [blandine@vivablast.com](mailto:blandine@vivablast.com)

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Yangon, 11451, Myanmar.

---

**From:** Hoang Thi Ly <[ly.hoangthi@vivablast.com](mailto:ly.hoangthi@vivablast.com)>  
**Date:** Friday 6 November 2020 at 09:26  
**To:** 'Blandine Le Magnen' <[blandine@vivablast.com](mailto:blandine@vivablast.com)>  
**Cc:** <[hung.nguyen@vivablast.com](mailto:hung.nguyen@vivablast.com)>, <[tien.ngo@vivablast.com](mailto:tien.ngo@vivablast.com)>, 'HR Myanmar' <[hr.myanmar@vivablast.com](mailto:hr.myanmar@vivablast.com)>  
**Subject:** RE: Timesheet Ms Bladin for October, 2020

Dear Miss Blandine,

All construction sites had to close from 24th September till 21th October, so all our operations have stopped in these times.

But on the timesheet, there are some days you still have to work. Can you tell me why?

Thanks & Best regards,

**HOÀNG THỊ LÝ (Ms. LY)**  
ADM - HR Staff

Mob: +84 977 844 241  
Skype: lyhoang  
Email: [ly.hoangthi@vivablast.com](mailto:ly.hoangthi@vivablast.com)

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**VIVABLAST (Vietnam) Co., Ltd.**

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**From:** Blandine Le Magnen [<mailto:blandise@vivablast.com>]  
**Sent:** Monday, November 02, 2020 9:06 AM  
**To:** Hoang Thi Ly  
**Cc:** [hung.nguyen@vivablast.com](mailto:hung.nguyen@vivablast.com); [tien.ngo@vivablast.com](mailto:tien.ngo@vivablast.com); 'HR Myanmar'  
**Subject:** Re: Timesheet Ms Bladin for October, 2020

Dear Ms Ly,

Please find attached my time sheet for October.

Dear Shwe Moe Oo,

Please save on your computer these two excel files, that are the expats time sheets to be sent at the end of the month to Ms Ly cc to Ms Tien.

Please note the file has been automatized so you need only for a new month to:

- Copy the previous month time sheet;
- Change only the week number of the first week of the month and the date of the first Monday of the first week of the month, then all will adjust;
- Write the working time for each day accordingly;
- Write your name in the case "prepared by"
- Print the time sheets and bring to me for sign;
- Sign the time sheets and send to Vietnam office.

Best,



**Blandine LE MAGNEN**  
**General Manager - Myanmar**  
Mobile: +95 (0) 9 77 60 77 369  
Email: [blandine@vivablast.com](mailto:blandine@vivablast.com)

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Yangon, 11451, Myanmar.

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**From:** Hoang Thi Ly <[ly.hoangthi@vivablast.com](mailto:ly.hoangthi@vivablast.com)>  
**Date:** Monday 2 November 2020 at 07:40  
**To:** <[blandine@vivablast.com](mailto:blandine@vivablast.com)>  
**Cc:** <[hung.nguyen@vivablast.com](mailto:hung.nguyen@vivablast.com)>, <[tien.ngo@vivablast.com](mailto:tien.ngo@vivablast.com)>  
**Subject:** Timesheet Ms Bladin for October, 2020

Dear Miss,

Could you please send to me timesheet Ms. Bladin in **October, 2020** ?

Thanks & Best regards,

**HOÀNG THỊ LÝ (Ms. LY)**  
**ADM - HR Staff**  
Mob: +84 977 844 241  
Skype: lyhoang  
Email: [ly.hoangthi@vivablast.com](mailto:ly.hoangthi@vivablast.com)

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