

#A

United States Bankruptcy Court for the Northern District of Illinois  
Eastern Division.

Debtor: Gulf Packaging Inc.

Case# 15-15249

Objection to the Omnibus Objection to priority claims pursuant to  
Fed.R.Bankr.P.3007(D)(8)

I Keith Reimer and formerly objecting to the OmniBus objection and  
allowing Gulf to reclassify my claim from a priority claim to a Unsecured  
claim.

**FILED**  
UNITED STATES BANKRUPTCY COURT  
NORTHERN DISTRICT OF ILLINOIS  
NOV 17 2015  
JEFFREY P. ALLSTEADT, CLERK  
TEAM CA

#B

Concise Statement on reasons why for the objection.

As you will see with all supplied information that has been sent in to BMC and the courts on original claim filed I have all rights to be awarded and compensated on my employment earnings ( vacation pay) as stipulated in original statements. All employment agreements and email docs have been supplied and a employment agreement was made between Arman Sarkasian CEO of Gulf packaging and Keith Reimer employee of Gulf Packaging from October 2010 to April 30<sup>th</sup>, 2015.

All documents have been applied and sent in for this claim and there is dues of \$15,750.00 owed to Keith Reimer for time of employment and conditions of employment that was agreed upon during the employment period.

#C

Documentation: See all attached docs, emails, pay stub ect.

#D

Keith Reimer



181 Meyers Ln Sanford NC 27330

Hm # 919-718-1447

Cell # 919-356-1122

Email: Keith@MJforestproducts.com

To: Honorable Pamela S. Hollis and the United States Bankruptcy court of the Northern District of Illinois Eastern division.

Cc: Gray Reed & McGraw

Jason S. Bookner

Frank Geeker

Jeremy Kleinman

Freeborn & Peters LLP

Shelly Drouse

Richard S. Lauter

Kathryn M. Gleason

Re: Case # 15-15249 Gulf Packaging Inc

Date: November 9, 2015

From: Keith Reimer

To whom it may concern,

My name is Keith Reimer and I was an employee for Gulf Packaging from October 2010 till April 30<sup>th</sup>, 2015 and was a salaried only Sales Rep for the Gulf Packaging Sacramento California located at 140 Enterprise court Suite A Galt California 95632

I am writing this letter to inform the courts, all legal authorities representing Gulf Packaging that I am formerly objecting to the objection filed with the courts and entered on November 3<sup>rd</sup>, 2015 Doc #261 on case # 15-15249.

I had a conditional guarantee from the acting CEO of Gulf Packaging Arman Sarkasian as the when I was hired to come to work with Gulf Packaging I would open with 2 weeks of paid vacation and 2 weeks per year ongoing for each year thereafter. During my employment from October 2010 to April 30<sup>th</sup>, 2015 I had never taken a vacation day off and if the courts would request from Gulf Packaging a copy of any signed / approved vacation request forms as you will find Gulf will not be able to provide the courts with any as there was never any days off taken by me ( Keith Reimer) during my employment and under California employment laws Gulf is obligated to pay for all unused vacation times and I am owed approximately \$ 15,750.00 for unused vacation time that was accrued on the books. This equated out to be 9 full weeks or 45 days of unused vacation.

I have included emails from the CEO on what was approved during employment agreement, emails to the ownership of Gulf asking to be paid for this time, copy of paystub showing my base salary rate and was paid every 2 weeks, a copy of a filed complaint and response letter from state of California against the claim of not being paid from Gulf, email from controller of Gulf Robert Lange stating with me selling off some equipment for Gulf I should be paid for my vacation pay, copy of Corporate officers, executive levels of Gulf and personnel , and prior statements to courts on explaining my cause for the filed complain against Gulf and as to why I am owed this money.

I was a very hard working employee for Gulf and dedicated a lot of time in bringing business forward for this company. As you can see with me not being able to take anytime off for a vacation shows the level of work I had to deal with from my accounts that I had with Gulf packaging. I also was not even paid for my last month's expenses from Gulf that I did not even submit into a claim which is about \$900.00

I am asking the courts to please not allow the company of Gulf Packaging be allowed to reduce or not pay for my legitimate claim I have filed against Gulf Packaging. With Gulf going out of business and the way all of this had trans ponded this has caused great financial strains to me and my family and I am a single Dad raising 2 children by myself and has had great effects with us all. I am owed for what I had worked so hard for and again I am asking the courts to not allow this reduction in my claim or not pay my claim to me.

Thank you

Keith Reimer

181 Meyers Lane

Sanford North Carolina 27330

Home # 919-718-1447

Cell # 919-356-1122

Email keith@mjforestproducts.com

IN THE UNITED STATES BANKRUPTCY COURT  
FOR THE NORTHERN DISTRICT OF ILLINOIS  
EASTERN DIVISION

In re: ) Chapter 11  
GULF PACKAGING, INC., )  
Debtor. ) Case No. 15-15249 (PSH)  
) Honorable Pamela S. Hollis  
) Hearing Date: December 10, 2015  
) Hearing Time: 10:00 a.m.  
) Court Room: 644

**NOTICE OF GULF PACKAGING, INC.'S FIRST OMNIBUS OBJECTION TO PRIORITY CLAIMS PURSUANT TO FED. R. BANKR. P. 3007(D)(8)**

PLEASE TAKE NOTICE that on **December 10, 2015 at 10:00 a.m.** (prevailing Central Time), or as soon thereafter as counsel may be heard, we shall appear before the Honorable Pamela S. Hollis of the United States Bankruptcy Court for the Northern District of Illinois, 219 South Dearborn Street, Chicago, Illinois, Courtroom No. 644, or whomever may be sitting in her place and stead, and then and there present the attached **GULF PACKAGING, INC.'S FIRST OMNIBUS OBJECTION TO PRIORITY CLAIMS PURSUANT TO FED. R. BANKR. P. 3007(D)(8)**, a copy of which is attached hereto and hereby served upon you.

**YOU ARE RECEIVING THIS NOTICE BECAUSE GULF PACKAGING, INC. (the "DEBTOR") IS OBJECTING TO YOUR CLAIM(S) BY THE ATTACHED OBJECTION (the "OBJECTION"). YOU SHOULD LOCATE YOUR NAME AND CHECK YOUR CLAIM(S) ON EXHIBIT A AND B ATTACHED THERETO. PLEASE TAKE NOTICE THAT, AS A RESULT OF THE OBJECTION, YOUR CLAIM(S) MAY BE DISALLOWED, RECLASSIFIED, REDUCED OR OTHERWISE AFFECTED. THEREFORE, PLEASE READ THIS NOTICE AND THE ACCOMPANYING OBJECTION VERY CAREFULLY.**

PLEASE TAKE FURTHER NOTICE that if you disagree with the Objection to your claim, you must file a response (the "Response") containing the following information:

To: US Bankruptcy courts Northern district of Illinois eastern division

From: Keith Reimer

Date: June 3, 2015

Re: Case # 15-15249 ( Gulf Packaging Inc Bankruptcy)

To whom it may concern,

I was an employee for Gulf packaging from November 2010 until April 30<sup>th</sup> of 2015 with the Gulf Packaging company located at 140 Enterprise court Galt California 95632. I was a sales representative for this location which had multiple partners who owned this location. Carl Fleck, Jeff and Carol Cutshall, Arman Sarkisian and Chuck Foster were all partners in this location. I was approached to come and work with Gulf back in 2010 and had elected to come to work for them and left my other employer in which I was there for almost 28 years. In this move I have an email enclosed from the CEO of Gulf Arman Sarkasian in which requirements were to be met in order for me to come to work for Gulf. I have thee exact email stating that I would open with 2 weeks of vacation and have 2 weeks every year there after. During this time with Gulf I had taken one requested day off for vacation and actually had worked most of this day.

The reason I am writing this letter in review of the California Labor board laws if there is an agreement in writing or a written policy from a company on vacation the company is obligated to pay for vacation time. During the demise of Gulf I had approached Carl Fleck one of the founders of Gulf asking to get paid my due vacation time and was denied for this. I have filed a claim with the California Labor board and also have included to you a copy of the California laws and guidelines of vacation time. I have 9 weeks on the books with Gulf Packaging and I am requesting the courts to look at this and acknowledge that this is justifiably owed to me and requesting the bankruptcy courts to take this into consideration of my request. This due vacation time is about \$ 15,750.00 in which is rightfully owed to me and Gulf has refused to acknowledge or honor me being paid out in what I have worked hard for. I also would like to note to the courts that I have valid information of some criminal doings by Gulf in the whole bankruptcy ordeal as they have defied orders from the bank on liens and also have knowledge of inside involvement with employees stealing and relocating inventory out of many locations hiding from the banks and suppliers.

Feel free to contact me at anytime

Keith Reimer

919-356-1122

Direct my correspondence to:  
LABOR COMMISSIONER, STATE OF CALIFORNIA  
Department of Industrial Relations  
Division of Labor Standards Enforcement  
2031 Howe Avenue, Suite 100  
Sacramento, CA 95825  
Tel: (916) 263-2841 Fax: (916) 263-2853



**PLAINTIFF:**  
Keith Reimer  
181 Meyers Lane  
Sanford, NC 27330

**DEFENDANT:**  
Gulf Packaging, Inc., a Texas corporation  
1548 Roger Dale Carter Blvd, Ste. E  
Kannapolis, NC 28081

State Case Number  
**08 - 75799 CM**

**NOTICE - INVESTIGATION COMPLETED**

We have completed our investigation of the complaint made by the plaintiff shown above.

This is to advise you that no further action is contemplated by this office and we are closing our file.

Defendant filed for Bankruptcy, the Labor Commissioner's Office no longer has jurisdiction. Conference scheduled for August 20, 2015 is canceled and the claim is dismissed.

Date: 8/12/2015

*Camille Macias*

Camille Macias Deputy Labor Commissioner  
916-263-8966

Direct any correspondence to: **Document Page 8 of 20**

**LABOR COMMISSIONER, STATE OF CALIFORNIA**  
 Department of Industrial Relations  
 Division of Labor Standards Enforcement  
 2031 Howe Avenue, Suite 100  
 Sacramento, CA 95825  
 Tel: (916) 263-2841 Fax: (916) 263-2853



**PLAINTIFF:** Keith Reimer  
 181 Meyers Lane  
 Sanford, NC 27330

**DEFENDANT:** Gulf Packaging, Inc., a Texas corporation  
 140 Enterprise Court, Suite A  
 Galt, CA 95632

State Case Number  
**08 - 75799 CM**

**NOTICE OF CLAIM AND CONFERENCE**

**ALL PARTIES** in the above matter **ARE TO APPEAR** for a conference to be held in the Office of the State Labor Commissioner as follows:

**PLACE:** 2031 Howe Avenue, Suite 100, Sacramento, CA 95825

**DATE:** Thursday, August 20, 2015 **TIME:** 1:30 PM

The purpose of this conference is to discuss the validity and to settle the claim filed with this Division by the Plaintiff shown above alleging non-payment of:

**Vacation wages earned from November 2010 to April 2015 of 342.86 hours at the rate of \$43.75 per hour equals \$15,000.13.**

- and also alleging liquidated damages pursuant to Labor Code Section 1194.2 in an amount equal to any unpaid minimum wages.
  - which equals \_\_\_\_\_ or
  - which will be determined at conference.

and also alleging additional wages accrued pursuant to Labor Code Section 203 as a penalty at the rate of **\$350.00** per day until paid, but not to exceed thirty days.

and also alleging additional wages accrued pursuant to Labor Code Section 203.1, as a penalty at the rate of \_\_\_\_\_ per day for issuance of an insufficient payroll check for an indeterminate number of days not to exceed thirty days per check.

**TO ALL PARTIES:** Please bring any supporting material you have, including books, payroll records, time records or other documents that may have bearing on this matter.

**TO THE DEFENDANT:** This notice constitutes demand on behalf of the claimant that all wages due be mailed immediately to the Labor Commissioner at the address listed above. Prior to the conference, you may submit to this office a written reply regarding this claim. However, you should still attend the conference, unless otherwise notified. **Instead of appearing** for the above conference you can settle this claim by **immediately** mailing to this office a check or money order made payable to the **Plaintiff** for the full amount of the claim, **including penalties** and any liquidated damages. If you concede that part of the claim is valid the conceded amount **must be paid immediately** as required by Labor Code Section 206. Any disputed amount will be discussed at the scheduled conference. Payment must be accompanied by a separate or detachable itemized statement of any deductions made, as provided by the Labor Code. Do not make payroll deductions from amounts paid as penalties.

**While this claim is before the Labor Commissioner, you are required under Labor Code Section 98(a) to notify the Labor Commissioner in writing of any change in your business or personal address within 10 days after any change occurs.**

**If this claim is not settled, it may be resolved as provided by Section 98 of the Labor Code which includes the accrual of interest pursuant to Labor Code Section(s) 98.1(c), 1194.2 and/or 2802(b).**

**Camille**

Camille Macias Deputy Labor Commissioner  
 916-263-8966

DATED: July 28, 2015



UNITED STATES BANKRUPTCY COURT  
NORTHERN DISTRICT OF ILLINOIS  
EASTERN DIVISION

PROOF OF CLAIM

Name of Debtor:

Gulf Packaging, Inc.

Case Number:

15-15249

NOTE: Do not use this form to make a claim for an administrative expense that arises after the bankruptcy filing. You may file a request for payment of an administrative expense according to 11 U.S.C. § 503.

Name of Creditor (the person or other entity to whom the debtor owes money or property):

KEITH A. REIMER

Name and address where notices should be sent:

KEITH REIMER  
2515 GOLD RUN CT  
VALLEY SPRINGS, CA 95252

36759533001263

Creditor Telephone Number 919356-1122 email: K.REIMER@AMERICANSTRAPPING

Name and address where payment should be sent (if different from above):

KEITH REIMER  
181 MEYERS LN  
SANFORD NC 27330

Check box if you are aware that anyone else has filed a proof of claim relating to your claim. Attach copy of statement giving particulars.

If you have already filed a proof of claim with the Bankruptcy Court or BMC, you do not need to file again.

THIS SPACE IS FOR COURT USE ONLY

Check this box to indicate that this claim amends a previously filed claim.

Court Claim Number (if known):

Filed on:

1. AMOUNT OF CLAIM AS OF DATE CASE FILED

\$ 15,750.00

If all or part of your claim is secured, complete item 4.

If all or part of your claim is entitled to priority, complete item 5.

Check this box if claim includes interest or other charges in addition to the principal amount of claim. Attach itemized statement of interest or charges.

2. BASIS FOR CLAIM:

(See instruction #2)

9 WEEKS OF UNPAID VACATION TIME  
SEE ATTACHED INFO

3. LAST FOUR DIGITS OF ANY NUMBER BY WHICH CREDITOR IDENTIFIES DEBTOR:

3a. Debtor may have scheduled account as:

(See instruction #3a)

3b. Uniform Claim Identifier (optional):

(See instruction #3b)

4. SECURED CLAIM: (See instruction #4)

Check the appropriate box if your claim is secured by a lien on property or a right of set off, attach required redacted documents, and provide the requested information.

Nature of property or right of setoff:  
Describe:

Real Estate  Motor Vehicle  Other

Value of Property: \$

Annual Interest Rate: %  Fixed or  Variable (when case was filed)

Amount of arrearage and other charges, as of time case filed, included in secured claim, if any: \$

Basis for Perfection:

Amount of Secured Claim: \$

Amount Unsecured: \$

5. Amount of Claim Entitled to Priority under 11 U.S.C. § 507(a). If any part of the claim falls into one of the following categories, check the box specifying the priority and state the amount.

Amount entitled to priority: \$

You MUST specify the priority of the claim:

Domestic support obligations under 11 U.S.C. § 507(a)(1)(A) or (a)(1)(B).

Up to \$2,775\* of deposits toward purchase, lease, or rental of property or services for personal, family, or household use - 11 U.S.C. § 507(a)(7).

Wages, salaries, or commissions (up to \$12,475\*), earned within 180 days before filing of the bankruptcy petition or cessation of the debtor's business, whichever is earlier - 11 U.S.C. § 507(a)(4).

Taxes or penalties owed to governmental units - 11 U.S.C. § 507(a)(8).

Contributions to an employee benefit plan - 11 U.S.C. § 507(a)(5).

Other - Specify applicable paragraph of 11 U.S.C. § 507(a) ( ).

\* Amounts are subject to adjustment on 4/01/16 and every 3 years thereafter with respect to cases commenced on or after the date of adjustment.

6. CREDITS: The amount of all payments on this claim has been credited for the purpose of making this proof of claim. (See instruction #6)

RECEIVED  
JUN 26 2015  
BMC GROUP

Gulf Packaging, Inc. POC



00237

**7. DOCUMENTS:** Attached are redacted copies of documents that support the claim, such as promissory notes, purchase orders, invoices, itemized statements of running accounts, contracts, judgments, mortgages, and security agreements, or, in the case of a claim based on an open-end or revolving consumer credit agreement, a statement providing the information required by FRBP 3001(c)(3)(A). If the claim is secured, box 4 has been completed, and redacted copies of documents providing evidence of perfection of a security interest are attached. If the claim is secured by the debtor's principal residence, the Mortgage Proof of Claim Attachment is being filed with this claim. (See instruction #7, and definition of "redacted").

**DO NOT SEND ORIGINAL DOCUMENTS. ATTACHED DOCUMENTS MAY BE DESTROYED AFTER SCANNING.**

If the documents are not available, please explain:

**DATE-STAMPED COPY:** To receive an acknowledgment of the filing of your claim, enclose a stamped, self-addressed envelope and copy of this proof of claim.

The original of this completed proof of claim form must be sent by mail or hand delivered (NEITHER FAXES NOR E-MAILS WILL BE ACCEPTED) so that it is actually received no later than 5:00 pm, prevailing Central Time on July 31, 2015 for all Entities other than Governmental Units OR no later than 5:00 pm, prevailing Central Time on October 26, 2015 for all Governmental Units.

**BY MAIL TO:**  
 BMC Group, Inc.  
 Attn: Gulf Packaging, Inc. Claims Processing  
 PO Box 90100  
 Los Angeles, CA 90009

**BY MESSENGER OR OVERNIGHT DELIVERY TO:**  
 BMC Group, Inc.  
 Attn: Gulf Packaging, Inc. Claims Processing  
 300 N. Continental Blvd., #570  
 El Segundo, CA 90245

**8. SIGNATURE:** (See instruction #8)

Check the appropriate box.

I am the creditor.       I am the creditor's authorized agent.       I am the trustee, or the debtor, or their authorized agent. (See Bankruptcy Rule 3004.)       I am a guarantor, surety, indorser, or other codebtor. (See Bankruptcy Rule 3005.)

I declare under penalty of perjury that the information provided in this claim is true and correct to the best of my knowledge, information, and reasonable belief.

Print Name: KATH REIMER  
 Title: PACKAGING SPECIALIST  
 Company: GULF PACKAGING - SACRAMENTO CA

Address and telephone number (if different from notice address above): \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Telephone number: \_\_\_\_\_ email: \_\_\_\_\_

(Signature) [Handwritten Signature] (Date) 6-22-15

Penalty for presenting fraudulent claim: Fine of up to \$500,000 or imprisonment for up to 5 years, or both. 18 U.S.C. §§ 152 and 3571.

To: BMC group

From: Keith Reimer

Re: case # 15-15249 Gulf Packaging Inc Bankruptcy

Date: June 22, 2015

To whom it may concern,

I was an employee with the Gulf Packaging company and worked out of the location in Galt California. I was hired on back in October of 2010. I was hired on as a packaging specialist/ sales rep for this location. During the negotiation of coming to work for this location I was working directly with Arman Sarkasian who was Gulfs CEO. I have included a job Officers page with all the executives listed for Gulf at this time. I have also included the original email showing from Arman what was agreed to in coming to work for Gulf. In the time I was there I had taken off maybe 1 day in the whole 4 ½ years I had worked for Gulf and actually worked the day I requested off as you never are on vacation in sales. As you will see attached I have reached out in email form to all the executives in requesting payment for my vacation time as well as sitting with Carl Fleck in the Galt office in Mid April of 2015 requesting to Carl this same thing in being paid out for my vacation time.

I have contacted the California Labor board as well for this same issue and do know that California requires that employers pay out for time not used or an employer can request that you must take your time off. It is a state law and is binding by agreements made prior or if there is a policy set forth in a company having vacation time for its employees and have supplied the actual agreement email from Arman. I have reached out several times to Gulf and have been told no they are not going to pay out this time. I also have expenses for the last month I worked at Gulf that I was told I would not be reimbursed for either.

I am just looking for what is owed to me by Gulf Packaging. They have not paid commissions to some sales staff, taken their bank accounts that were allocated /accrued for sales staff ect but in my case with holding my vacation time which is

owed to me. All I am asking is to be paid my accrued vacation time and will not pursue my Aprils expenses. I have relocated back to North Carolina due to family situation and the demise of Gulf and have included a card that has my new contact info on it if you need to contact me. I had given up a very good job prior to coming to work for Gulf based on promises that were not kept. I was at last employer for 28 years and really upset as to the outcome of what has happened with Gulf Packaging.

Again I am asking just to be paid my FULL accrued vacation time and would settle for 8 weeks vs the 9 weeks that is listed. I earned this and should be paid for this.

Thank you

Keith Reimer

181 Meyers Ln

Sanford NC 27330

Contact # 919-356-1122

**American Strapping Company**



**Keith Reimer**  
Packaging Equipment Specialist  
k.reimer@americanstrapping.com

**Phone 919-356-1122 Home Office 919-718-1447**  
www.americanstrapping.com  
"We meet your Strapping Needs"

7401 Smithfield Road Godwin, N.C. 28344 Phone 866-488-4872 Fax 866-488-4872

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## Corporate Officers, Directors and C-Level Executives for GULF PACKAGING, INC.

Texas Domestic For-Profit Corporation | Wysk # NVKXU44  
 United States Texas Humble

Company Profile Officers and Directors Credit Report Good Standing Patents and Trademarks Federal Agencies Bankruptcy UCC and Tax Liens Real Estate

### State Registrations

Florida Texas

### Officers | Texas (Home State)

Texas Secretary of State

Data updated August 28, 2014

Name	Title	Address	
ARMAN SARKISIAN	CHIEF EXECUTIVE OFFICER	250 N BRIDLEWOOD LANE VALPARAISO IN 46385	<a href="#">Officer Report</a>
JEFFERY CUTSHALL	TREASURER	17427 LAKE CHELAN LANE HUMBLE TX 77346	<a href="#">Officer Report</a>
JOSEPH FLECK	SECRETARY	800 LINGERING PINE DR NW ISSAQUAH WA 98027	<a href="#">Officer Report</a>

### Officers | Florida (Foreign State)

Florida Dept. of State

Data updated June 25, 2014

Name	Title	Address	
ARMAN SARKISIAN	CEO	250 N BRIDLEWOOD LANE VALPARAISO, IN 46385	<a href="#">Officer Report</a>
JEFFREY CUTSHALL	TREA	17427 LAKE CHELAN LANE HUMBLE, TX 77346	<a href="#">Officer Report</a>
JOSEPH FLECK	SECR	43236 SE 163rd Street North Bend, WA 98045	<a href="#">Officer Report</a>

## Arrest Records: 2 Secrets

1) Enter Name and State. 2) Access Full Background Checks Instantly.

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Company search results yields business registration, officers and directors, good standing, bankruptcies, federal agency data (patents and trademarks, SEC, OMB, etc.), UCC and tax liens, real estate records, pending and historical litigation, and

**GULF  
PACKAGING**

Keith "Spider" Reimer  
Packaging Specialist  
140 Enterprise Court, Suite A  
Galt, CA 95632  
209 744 1091 office  
209 920 3039 home office  
916 759 1594 cell  
209 744 1704 fax

[gulfpackaging.com](http://gulfpackaging.com)

[kreimer@gulfpackaging.com](mailto:kreimer@gulfpackaging.com)

**Keith Reimer**

---

**From:** Robert Lange  
**Sent:** Wednesday, April 22, 2015 4:07 PM  
**To:** Keith Reimer  
**Cc:** Carl Fleck  
**Subject:** Re: here is the letter. Try to get the deal done tomorrow if you can  
  
**Importance:** High

Just trying to get them out and sold.

This will unequivocally provide cash to make your Vacation payment request much easier.

Bob  
Robert W Lange



*REFERENCE TO BEING PAID MY VACATION TIME*

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

ROBERT LANGE  
[rlange@gulfpackaging.com](mailto:rlange@gulfpackaging.com)

On Apr 22, 2015, at 6:01 PM, Keith Reimer <[kreimer@gulfpackaging.com](mailto:kreimer@gulfpackaging.com)> wrote:

Bob,  
I got it and thanks for sending this. I wont know anything until at least Friday per Jesse....Hang tight I am working on this. Ownership is out of plant and may not be back in until next week from what I was told today. I will advise as soon as I can Bob.

Thanks  
Keith

---

**From:** Robert Lange  
**Sent:** Wednesday, April 22, 2015 1:58 PM  
**To:** Keith Reimer  
**Cc:** Carl Fleck  
**Subject:** here is the letter. Try to get the deal done tomorrow if you can

START DATE  
NOV 2010

Date: 10:01 AM MST, 09/06/2010  
From: "Arman Sarkisian" <asarkisian@GULFPACK.com>  
To: <christine.reimer@century21.com>  
Subject: : gulf

Hello Keith

Sorry about the delays in responding but things are happening in bunches and at a fast rate.

Regarding your counter offer lets get to the things we agree to.

18 month straight commission conversion with an option to go any time you elect

Either a fixed car allowance or a mileage allowance can negotiate.

Cell phone expense provision

Internet service at home, not sure of why you would need a dedicated phone line you have a cell and with internet you can send, scan, e-mail, fax, etc. but with good reason I have no problem.

Vacation to open with 2 weeks

Overnight travel expense and meals at a reasonable amount

Customer relations with approval of management

Gulf Business cards provided.

Letter head, stationary, general office supplies to be expenses

There is a dental plan in working with Gulf.

There is no life insurance as part of the insurance but that can change remember we are just starting this organization I have attached the current program but we are scheduled to redo the entire process by July of next year. Additionally, Gulf Sacramento is not required to be enrolled and can seek alternatives but for now this is what we have. When you say Kaiser are you speaking about an independent provider option?

Opportunity for trade shows

What is still in question

Formal Handouts, we currently don't have any but that does not mean we won't and we do have some for Gulf packaging. We can develop whatever works. In any case if they are needed we are certainly going to respond.

There is currently no life insurance but I certainly plan on doing something in conjunction with the health insurance having a 10 or 20k rider for each employee.

I cannot automatically enroll you in the 401k, it is discriminatory and therefore against the law by doing so it would render our entire program in non compliance. This is federal and cannot be changed no matter how much it is a non issue to me. You can roll it but cannot participate until such time as you have met the time constraints.

Guarantee on the 18 months.

Now we have three items of which two are in my mind non issues but I will leave that to you. My two questions at this time are

What is the Kaiser option?

How much of the current business do you have is tied to the lumber business whereby the leverage is tied to UFPI which then means it is difficult to move. How much if you had to guess, and I understand this is a guess, do you think you can move to



ORIGINAL EMAIL FROM  
ARMAN ON AGREEMENT  
TO COME AND WORK  
FOR GULF PACKAGING  
SACRAMENTO CALIF  
LOCATION,  
2 WEEKS PER YEAR  
VACATION TIME,  
KETT

**Keith Reimer**

---

To: Arman Sarkisian; Carl Fleck; Robert Lange  
Cc: Keith Reimer  
Subject: As this comes to a close  
Importance: High

EMAIL TO ALL  
GULF EXECUTIVES  
ON VACATION  
PAYOUT.

Arman,

I had spoke to Carl this morning in Galt going over some things and one thing that I had discussed is the closing of Gulf Sacramento and probably a lot of other locations. I have an email you had sent to my ex wifes email address [Christine.reimer@century21.com](mailto:Christine.reimer@century21.com) back on September 9, 2010 and this email had consisted of the terms and things agreeded upon during me coming aboard to work for you and Gulf. If you need a copy I will have to scan you one but here is in a nut shell on one of the items being it is stipulated I open-up with 2 weeks vacation and 2 weeks every year after. Arman I have been on with Gulf since November 2010 and actually started in October but lets just keep it as November. During these 4 ½ years I have only really taken 4 days off total. So lets call it 5 days for just simple math. This means I have 9 weeks of vacation time less 5 days/ 1 week so I have actually 8 weeks on the books.

Now me being an ex operations manager for UFP and all the California training, corporate training I had to go thru being in management and also confirming last night with my brother in laws father who is a high power labor attorney in LA he also told me that yes in California any accrued unused vacation time for any employee must be paid out, If employee quits/ resigns, terminated or company goes out of business. He also explained to me that if a company files for bankruptcy the courts will always rule in favor of existing employees first with any compensations and creditors second. California changed this law back in late 90's as before if you did not use it you would lose it. Not anymore as companies are mandated to pay this out by law.

Arman as you know when I had left UFP to come to work for you guys it was a huge step for me being there for over 28 years. When I had resigned from UFP I had lost large amounts of stock options that would have come to maturity 6 months later if I was still there and they would have been mine, locked in. With todays numbers on UFP stock trading at over \$55.00 per share this would be over 40K that I lost here on todays market numbers.

What I am asking for in a request from all of you is to honor my vacation time pay out. This is 8 weeks guys as you can see I was one not to really take time off as to much going on with work and customers. This is a valid request and not looking to rock the boat here guys but whats fair is fair and I have earned this and I don't think anyone can argue this point.

In return for being cashed out I will not make any waves about anything. I was told by the attorney yesterday if I retain counsel they will automatically file a claim with the California state labor board. This would entail having the state come in to each person/owner that is attached to the branch in Galt/ corporate and more than likely would go before a court. They will also investigate if Gulf had any other locations in California and do the same there. That is just the state now and we are not even talking about the attorneys that would get involved here. Now with all of this there will be substantial costs associated to all of this legal as well. This will cost big bucks guys for everyone.

Arman I am NOT looking to hire an attorney, go to the labor board all I am looking for is what I have coming that is rightfully mine. I have busted my ass for this company and still trying to help on products as I type and owe all of you a great deal for allowing to work for you. I am very upset that this is going to be the turn out for Gulf and I know all you guys had skins in the game and so did I to a degree here. This has put me into a very bad spot as you know and just need to remain focused on moving forward here.

Captain I am only asking for what is fair and owed to me. I hope you will consider this and would expect an answer back on this by Friday. If you want that email you sent to me back in 2010 let me know and I will get this scanned off to you. If you need me to sign a document stating I don't discuss this with any other current or former employee I will as again this is about Keith Reimer and nobody else.

**Keith Reimer**  
**Gulf Packaging**  
**Cell # 916-759-1594**  
**Hm office# 209-920-3039**



Gulf Packaging - Sacramento  
 140 Enterprise CT Suite A  
 Galt, CA 95632

*COPY OF A  
 PAY STUB  
 GOT PAID TWICE PER MONTH  
 12/15/2014  
 \$2,000.00 PER MONTH*

KEITH REIMER  
 2515 GOLD RUN CT  
 VALLEY SPRINGS, CA 95252

01-REIMER	SOCIAL SEC NO	PAY RATE	PERIOD END	STUB NO.
	████████7928	3,500.000 SS	12/15/2014	D00419
		HOURS	AMOUNT	YTD
<b>** EARNINGS</b>				
Regular			3,500.00	62,191.60
Holiday			0.00	815.40
<b>** TAX DEDUCTIONS</b>				
Federal W/H			514.00	7,454.00
FICA			217.00	3,906.35
Medicare			50.75	913.57
CA State W/H			223.00	3,344.00
CA State DI			35.00	630.07
<b>** DIRECT DEPOSITS</b>				
CHASE	8712563978		2,460.25	46,759.01

CHECK AMOUNT:	0.00		TOTAL DIR DEP:	2,460.25	46,759.01
GROSS EARNINGS:	3,500.00	63,007.00	TOTAL DEDUCT:	1,039.75	16,247.99
NET EARNINGS:	2,460.25				