

# Life at The Top – Chapter 1261

No matter when or how big an organization was, personnel was always a major issue.

This organization could be a company, government or a non government organization.

Among various employment issues, the most severe act of protest by the lower ranks against their superiors would be collectively resigning.

Huge trouble would arise if this incident got out of hand.

Therefore, Jasper immediately frowned when he heard Chad's report.

"What happened?"

Various middle-ranked deputy managers would not collectively resign unless something huge had happened.

Under Jasper's insistence, JW Company as well as its branches' currently provided the most significant employee benefits as compared to the other businesses in its industry. Many people made getting brought into any of JW's subsidiaries their career goal, let alone JW capital, which was the parent company.

This was due to the fact that JW gave a salary 30% higher than their competitors for the exact same position and role. JW's employee benefits also included things that had yet to become the norm in this time and age, such as insurance and paid leave.

Therefore, there was much to wonder about when a group of employees collectively resigned despite these benefits.

Chad chuckled wryly and replied, "It's because Ms. Schuler rejected the proposal to allocate cars to the deputy managers yesterday.

"Since this was a proposal you personally suggested, many people knew about it, so everyone was anticipating its execution. But word got out yesterday that Ms. Schuler rejected the proposal. A lot of people were upset about this and they're throwing a fit.

"I knew that there were a few employees conspiring yesterday, but I didn't think too much of it then.

"However, six deputy managers of various departments gathered at my office to hand in their resignation at noon just half an hour ago. From what I know, there are more considering doing the same."

Chad then told Jasper seriously, "Mr. Laine, this is the first personnel issue our investment company has faced since its establishment. There's already been quite a bit of an uproar and I'm afraid that we'd face a bad response if we don't deal with this well."

Jasper felt slightly confused after hearing Chad's report.

'Have I lost my prestige or are these b\*stards getting too arrogant?'

'Resigning just because I'm not allocating cars for you?'

Jasper chuckled intriguingly and asked, "Where are the people who handed in their resignation?"

"They're still in my office," Chad replied embarrassedly.

As Director of Human Resources, any issue regarding personnel would always be under Chad's jurisdiction. The fact that the situation had grown beyond his control and required Jasper's help to solve it was, to some extent, a sign of his incompetence.

However, Jasper waved his hand and did not blame Chad.

This issue did not reflect too badly on Chad, it was just poor management at most.

Not to mention that even if Chad was at fault, the most important thing now was to deal with the collective resignation rather than punishing Chad.

“Let’s go, then. They’re waiting for me to go over too. Let’s not make these important men wait too long.”

Jasper scoffed as he got up and strolled out with his head held high. He opened the office door and walked out.

Chad shivered inexplicably when he heard Jasper as he

looked at the man who was suppressing his anger.

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He had a feeling that this incident would involve a widespread network of people.

More than half of Southface River Tower was occupied by JW Capital’s office.

The Department of Human Resources was an important entity within the company, which led to the department occupying an entire floor of the building. Naturally, they also had their own specialized meeting room.

At this moment, despite it being lunch break, almost no one had left the department office.

Each of them sat by their own workstations as they stared at the silent meeting room not too far away and discussed quietly amongst themselves.

As employees of the human resources department, they had immediately learned about the six deputy managers that resigned at the same time.

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Among them was another deputy manager, the one from the human resources department in charge of employee appraisal and performance evaluation.

Just as everyone was busy wondering about how the situation would develop, Jasper appeared at the elevator doors with Chad following behind him.

“Mr. Laine!”

“Hello, Mr. Laine!”

The employees stood up and greeted him instinctively. Jasper nodded slightly and said, “Thank you for all your hard work. It’s break time, so those who haven’t eaten or need to test should go ahead.”

Jasper then pushed open the door to the meeting room.

Chad glared at his subordinates and said unkindly, “What are you all looking at? Get back to work!”

Then, he rushed to follow Jasper into the meeting room. With a click, the meeting room doors closed.

The employees exchanged a look. They did not know if they should have listened to Mr. Laine telling them to eat and rest, or if they should have listened to their immediately superior and get back to work.

Only a few braver employees decided to slink over and eavesdrop by the meeting room doors.

Jasper stood at the front of the meeting room with a calm look on his face.

He did not say anything. The man already oozed absolute strength just by standing in place.

As the founder and owner of JW Capital and its subsidiaries, Jasper's prestige was undeniable.

The deputy managers sat quietly in the meeting room, with three on each side of the table. There were six of them in total, both men and women. Most of them were familiar faces that Jasper recognized.

This meant that these six were old staff that had been in the company since the early stages of JW Capital.

For some unknown reason, these six angry employees began to feel guilty when Jasper entered the room. Some of them did not even dare to look Jasper in the eye.

"What's this? Too afraid to look at me?" Jasper chuckled and broke the silence before sitting down.

The conference room was pin drop silent as everyone stared at the tabletop before them as if it were some valuable treasure.

“Didn’t you guys want to resign?” Jasper continued indifferently.

“Just because the company didn’t allocate cars to you? That’s why you want to resign?”

Still, no one dared to meet Jasper’s gaze.

Jasper took the folder from Chad’s hand next to him, which contained the six resignation letters.

With a loud ‘bang’, Jasper slammed the folder on the meeting room table.

The few deputy managers shuddered at this loud bang.

“Chad, immediately approve these six’s resignations. If anyone continues to hand in their resignation, then approve every single application that they hand in. Everyone that resigns today will be given special treatment!”

“Applications handed in today will be approved and their salary calculated and adjusted, so that they can leave today!”



“My JW Company will never beg anyone to stay. When it comes to those who don’t know better... well, the earlier they leave, the better!”

Jasper’s angry voice resonated throughout the meeting room.

Four of the six deputy managers instantly paled. These four then looked at the remaining two at the same time.

Evidently, the incident had progressed very differently from what they had imagined.

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This was a small detail, but it did not go unnoticed by Jasper.

Jasper was familiar with the remaining two.

One of them was June Parham, the deputy manager of the internal purchasing department, while the other was Hannibal Tate, the deputy manager of the budgeting and auditing department.

These two were old staff that had been working in JW Capital since its foundation.

The company could not employ any elite talents during its initial stages, so most old staff were employed as expedients.

However, as JW Capital developed, most of these initial staff could no longer keep up with the company's development in terms of efficiency or capability.

Even so, Jasper did not try to get rid of these people after all the hard work they had put in for him. On the contrary, the vast majority of them were given rather generous benefits.

As someone else's employee in his past life, Jasper knew that to be a successful entrepreneur in this life, he had to treat his own employees well if he wanted the business to develop healthily.

The employees were the heart and soul of the company.

If not for this, it did not matter how many more times Jasper reincarnated or how talented the man was he would not be able to set up JW Company alone.

Therefore, ever since the beginning, JW Capital and its subsidiaries had always treated their employees the best within their respective industries. JW's care for their own employees was also the most genuine.

This was not something written for the sake of attracting employees but was truly executed and carried out.

However... all sorts of people came along when the company started to grow.

If JW Company wanted to continue developing into something great, then Jasper had to fend off more than just external enemies. It was only a matter of time before infighting occurred, and this was what truly placed a halt on JW Company's development.

"Mr. Laine, we can't take all the blame for this either." The deputy manager of the internal purchasing department, June, mustered the courage to stand and speak to Jasper under the gazes of the other deputy managers.

Jasper looked at her indifferently. Instead of getting angry, the man asked calmly, "Did I say I blame you?"

"You're the ones requesting to resign. I did not reject your application and instead gave you a more convenient escape. What's there to explain to me?"

June's expression soured at what she heard.

She took a deep breath and replied, “Mr. Laine, you don’t actually need to pretend. Everyone can tell that you’re angry, but we’re all adults, so I think I should make the issue here clear.”

“Issue?”

Jasper smiled and sat back down on the chair to say, “Sure. If you say that there’s an issue to be cleared up, then I’ll give you the chance to do so. Go ahead, what’s the issue?”

June glanced at her colleagues as if she found strength in them before she looked up and replied to Jasper, “The company promised us before this to allocate a car to every deputy manager.”

“But then Ms. Schuler shot down the suggestion without a second thought. We put in a lot of hard work in the lower ranks each and every day, and we’ve been looking forward to this benefit for a long time already. Now that it’s gone so quickly, we’re upset about it.”

“Alright. If you want to talk about employee welfare, then let’s discuss this issue.”

Jasper looked at June and said expressionlessly, “You’re the deputy manager of the internal purchasing department. With the internal purchasing department being a level two department, according to the ranks of your administrative post, your employee welfare should likewise follow the G4 guidelines, correct?”

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June nodded.

“Chad, tell me what the salary and employee welfare and benefits my company provides G4 administrative posts and what other companies in the industry are offering for the same position.”

Chad immediately reported in response, “Within JW Capital and its subsidiaries, employees of G4 administrative posts are considered first line managers. According to our regulations, these employees are provided five insurance packages and

two funds. They also enjoy annual paid leave and an additional 3000 Somer Dollar family travel subsidy.”

“Including the various subsidies, each employee is paid a monthly salary of 5000 Somer Dollars and annual salary is counted based on 14 months. Meaning by the end of the year, disregarding year end or performance bonuses, each employee receives an additional 10 thousand.”

“When it comes to other company’s welfare standard for the same industry and position, and taking Waterhoof City as an example since it is the most economically developed region, employees are only provided five insurance packages and one fund, and they receive a statutory annual leave. Monthly salary does not exceed 3000 Somer Dollars, and year end bonus will be calculated separately according to the company’s benefits plan.”

“Meaning if we disregard JW Company’s employee bonuses which is several times more than other companies in the same industry, salary alone is already 1.8 times more than in other companies.”

Jasper nodded. He looked at June and the other five deputy managers and asked, “Did you receive these benefits Chad listed?”

“If you weren’t given the salary or the benefits that should have been assigned to you, then I’ll fire Chad immediately if it’s his fault, or review Wendy’s position if it’s hers.

“So tell me, did you get them or not?”

The six deputies paled when they heard Jasper.

June nodded with difficulty and replied, “We... we received them.”

“Very good. Looks like the company didn’t mistreat you in this aspect, then.”

“Let’s not count the monthly salary or the bonuses. Let’s talk about the five insurance packages and the two funds. It’s compulsory for every enterprise to give buy their employees social insurance now, but let’s not talk about how many enterprises don’t

follow through on this regulation in this time and age. At the very least, my company provides you this coverage.”

“Current statutory law requires five insurance packages and one fund. Not only did I give you all that, but I also added an annuity for you. This is something rare even within international companies.”

Jasper stared at June and the other five deputy managers as he continued firmly, “From the moment I founded JW, I told you on the very first day that I will not mistreat those who work for me. And I did as I promised!”

“But what about you six? You enjoy benefits beyond the industry standard and because you’ve grown used to the kindness the company extends you, you want to take advantage of it?”

“I did indeed plan to allocate cars to those of and above the position of deputy manager, but that was just my suggestion.”

“The company has its own regulations, bylaws, and protocols. The CEO has the authority to reject my suggestion should she believe it to be against the enterprise’s interest.”

“There is no rule within any of the company’s regulations, bylaws, and protocols that states that the company must allocate a car for you!”

Jasper harrumphed and spat with an icy gaze, “Therefore, if the company allocates these cars to you, then it does so an act of affection. If the company does not, then it is a logical response. Yet, you’re choosing to threaten me with resignation over this?”

“In that case, then I’ll approve of all your applications today. I’d like to see if JW can still function without you six and if you six can find a company which offers you better benefits after leaving JW!”

The other few deputy managers could not take it anymore when they heard this.

“Mr. Laine, I... I’ll withdraw my resignation. I must’ve been crazy to be persuaded by June and Hannibal. They wanted to fight with the company because they’d already negotiated with the car dealers, but I never planned to resign at all!”

A deputy manager shouted frantically.

Both June and Hannibal’s expressions changed when they heard this.

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It would be unwise to believe that bribery only occurred in government bureaus.



Without good supervision or regular inspections, corruption could be even more toxic in private enterprises.

International financial groups like Colossal Investments had their own internal inspection department that reported directly to the board of directors.

This showcased that as long as interests are involved, cases of corruption and bribery could still appear in companies of any size.

Jasper had long prepared himself for this.

Despite this, it did not stop his heart from growing cold when he encountered situation.

Jasper had always operated his business with the concept of paying high salaries to prevent corruption. After all, once employees had enough money to live a comfortable life, most of them would not be willing to risk breaking the law by taking bribes.

However, a high salary was not a fool proof plan against greed.

At this moment, even Chad's expression changed, much less June and Hannibal.

Not that Chad had anything to do with this incident, but as the director of human resources, the recruitment, appraisal, appointment, and more of all employees in the company were his direct responsibility.

Before Jasper established an independent investigation department, the handling of employee corruption still fell under Chad's job scope.

The current case of bribery and colluding with outside sources was a disgrace to Chad's professionalism.

"The internal purchasing department and the budgeting and auditing department. How fitting."

Jasper commented meaningfully, and looked up at June and Hannibal, whose complexions were void of color. "Let's talk about it, then. What's the situation here?"

Neither June nor Hannibal had expected to be exposed by the very same protest they planned.

The two exchanged a look, but neither of them dared to reply to Jasper first.

Meanwhile, the deputy manager who pleaded for forgiveness just now let go of all inhibitions and exposed them.

Perhaps he saw this as a chance to make up for his mistake as he immediately replied, "Mr. Laine, these two are deputy managers of the Internal Purchasing and budgeting and auditing departments."

"When news of purchasing cars for employees of and above the ranks of deputy manager got leaked, these two immediately contacted a few car dealerships."

"Naturally, rebates and bribes were involved. After all, if the company truly decided to purchase cars, then the other party would certainly have a degree of influence on their superior's decisions."

"With how much they stood to gain, they would have to carry out their job without a second thought. But since Ms. Schuler rejected the proposal yesterday, there's no way the car dealers would still agree. Thus, the agency pressured them."

"Because of this, the two of them then came to look for the rest of us and persuaded us to collectively resign. They said that you'd compromise, be it to soothe the employee's emotions or to prevent a negative response. That's why we dared to work with them."

Jasper rapped his finger on the tabletop after hearing this deputy manager and looked at June and Hannibal expressionlessly.

Under the man's heavy gaze, the two deputies in question, who both only held junior high school diplomas and were only employed in JW thanks to sheer luck, could not bear the pressure.

The first to bend to the psychological pressure was June.

"Mr... Mr. Laine. I... I was blinded by the thought of these benefits..."

"It's all Hannibal's fault! Hannibal was the one who sought me out first and told me that this was easy money, that's why I got into this! Please forgive me this time, Mr. Laine! I'm sorry!"

Hannibal's expression changed and he shouted at June, "Are you f\*cking human, June?"

"You were the one who sobbed to me about how your son fell into a large debt. You asked me how to make some extra money and that's why I introduced this method to you. Not to mention, you're the one who chose this path yourself! Yet, now you're blaming me after you get in trouble?"

June would not back down so easily as she immediately refuted the man, "Don't try to make yourself sound like an angel, Hannibal. Did you think I wouldn't know?"

