

----- Originele bericht -----

**Onderwerp:**FW:

**Datum:** Wed, 24 Jun 2009 15:06:26 +0800

**Van:** Gladys CW <gladys.cwjm@chenwey.com>

**Aan:** e. vos <vose@home.nl>

**CC:** 謝董 <pin.cwjm@chenwey.com>

Hi Eltjo,

Below is the translation for Mr Hseih's mail.

It is hard to have same opinion and target as working partners. We have but always lack of some trust. Everyone has different positions, and then their idea will be different, responsibilities will be different too.

If we can think more about the other's position, to coordinate, accommodate, and change, then I think we won't have the situation today. I always think about how to enlarge your ensure and safe, to let you explore business without worry, but it seems we are lack of trust. I think there is nobody is going to do harm thing to company intentionally, Lacking of trust makes suspicion, to end cooperation relationship based on this is a wrong decision, it is negative for both of us.

Of course, to continue our cooperation, we must rebuild our trusting, I think nothing is success by go one's own way.

I have different opinion on that you think it is too risky to be only one company agent.

Agent is quality and brand marketing, not only price competition.

I don't think it is feasible to be more then one company agent.

We need face to face talk and then make decision.

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**From:** 謝董

**Sent:** Wednesday, June 24, 2009 11:50 AM

**To:** Gladys CW

**Subject:**

起共事最難得的就是有共識和一致的目標，我們有了但始終缺少了一個信任，每一個人的立場不同，想法就會不同，責任也不同，如果我們都能站在對方的立場多想一下，配合，將就，改變一下那我想就部會有今天這個問題了，我一直都在想著如何給你更大的保障跟安全感，讓你更放心的去開發業務，但我們卻好像都少了一份信任，我想應該沒有人會去故意做出傷害公司的事情才對，只是因信任度不夠而造成的猜疑，在這個時候結束合作關西我想是一個錯誤的決定，對你我來說都是負面的，當然要再繼續合作下去也必須重新建立彼此的信任才行，我想沒有哪一件事情是靠著一意孤行而成功的，對於你所說的只代理一家公司的風險太大這個問題，我有點意見，相對的她給的保障也會更多，是一個質量，品牌的行銷，而不是價格的競爭，如果你想在同業間多做幾家的代理的話我覺得這是不可行的，我想我們必須當面談談才能對以後的事做出決定

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----- Originele bericht -----

**Onderwerp:**Re: FW: mail from Eltjo

**Datum:** Tue, 23 Jun 2009 16:07:45 +0200

**Van:** e. vos <vose@home.nl>

**Aan:** ?? <pin.cwjm@chenwey.com>

Dear mr. Hsieh,

Thanks for your mail.

It really expresses the way how a cooperation should be I think. But I really doubt if the people you made sales manager understand the true meaning of cooperation. I think we have quite the same ideas on teamwork and both regret that this goes wrong because of communication.

You probably do not know how many comments, remarks, commands, accusations and insinuations I got from your so-called managers, who act really like a boss to me and not as a partner. I also doubt if Simon is honest to you about the things he is saying to me.

Although we not always agree on the way how to handle business, I think we have been very succesful together until the middle of 2008. The sales figures and business growth in the first years have been very good, but the last year my motivation and spirit have dropped to a minimum. My work is a large part of my life so it needs to be pleasant as well, not all the time but a enough part of it. I have tried for 1 year to deal with the new situations but it was no fun anymore and also caused me to be unreasonable and unfriendly sometimes, to you, the girls in sales and to my family, which I regret. I know I am not always an easy person, but if my way of doing things is succesful then I do not understand why Simon (and Doris before) act like they know everything better, command me and take away my motivation, which has been very very bad for business. I know I can achieve more and I showed it in the past but not with the current way of communication.

For now I will handle the most basic things needed for business, like sending rfq's and reply clients, I will however cacle some appointments and I will certainly not make a 1-week trip together with Simon, since I blame him for messing up our frindship. You know me long enough now to know that I do as I say. So now I say: I will not harm your business. I will need some time to think about my future. I can even imagine that I keep a reduced number of clients, but I want to develop new activities, since this year learned me that spending my time with 1 company as an agent is too risky. I assume you prefer that I come to China for a face to face discussion. I will apply for the visa, however it will depend on the coming discussions if I come to china or not.

Regards  
Eltjo

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----- Originele bericht -----

**Onderwerp:**FW: mail from Mr Hsieh to Eltjo  
**Datum:** Tue, 23 Jun 2009 18:58:48 +0800  
**Van:** Gladys CW <gladys.cwjm@chenwey.com>  
**Aan:** e. vos <vose@home.nl>  
**CC:** 謝董 <pin.cwjm@chenwey.com>, Simon CW <Simon.cwjm@chenwey.com>

Hi Eltjo,  
Below is the translation.

Very sorry to see the situation today!  
I think we have successful cooperation for years,  
the only disadvantages is I can not communicate with you directly with same language,  
to have the situation happened today.

I don't know whether you want to end our cooperation definitely or we still have chance to discuss?



Like you said, you have your planning and targets, but it is better to tell us what you want,  
Because of I have my direction and targets too.  
Only based on knowing well the idea from each other, we can reach the same targets.  
I think that is what we both want finally.

Cooperation means partners work, to keep on it must be principle with insistence, honesty and mutually benefits.

I think I kept these points, all other questions besides are from communication.

I am so surprised to get you mail today. I hope we can have a face to face discussion, to clear it.

Also I hope before we have this face to face discussion, please do not tell any clients.

Make the decision after our discussion.

Even if we could not cooperate any more in future, let's have good start and good end.  
Thanks.

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**From:** 謝董

**Sent:** Tuesday, June 23, 2009 6:19 PM

**To:** e. vos; Gladys CW

**Subject:**

ELTJO

很遺憾的事情竟然會發生到這個地步，我想這幾年來我們的合作應該是很成功的，唯一的缺點應該就是語言上我無法跟你直接溝通而導致今天這個局面，我不知道你現在是鐵定了心想跟承威結束合作的關西，還是還有討論的空間，就如你所說的，你有你的規劃跟目標，但你應該把你的想法說出來讓我們知道，因為我也有我的規劃跟目標，讓我們都知道對方想要的是甚麼才可以把不同的意見規劃成一致的目標，我想這才是我們想要的最終結果，合作就像合夥，一定要堅持著誠實，互利的原則才能持久，我想這兩點我是做到了，我也認為在這兩點之外的因素我想應該都是溝通的問題，對於今天收到你這封信我感到很意外，我希望跟你見個面，當面把這件事談清楚，所以我希望在見面之前先不要把這件事讓客戶知道，等見完面之後在做決定，既時以後真的不合作了也應該好聚好散

謝鴻彬