



Silvyn, Jeff <jsilvyn@pima.edu>


FW: Representation of Pima Community College

1 me age

Tim Medcoff <tmedcoff@farhangmedcoff.com>
To: "Silvyn, Jeffrey" <jsilvyn@pima.edu>

Mon, Dec 20, 2021 at 10:36 AM



From: Raj Murthy <>
Sent: Monday, December 20, 2021 10:34 AM
To: Tim Medcoff tmedcoff@farhangmedcoff.com
Subject: Re: Representation of Pima Community College

Good morning, Tim.

Thank you for your response.

All the best to you and your family as well. Make it a great holiday season.

Best wishes, Raj.

On Fri, Dec 17, 2021 at 6:12 PM Tim Medcoff <tmedcoff@farhangmedcoff.com> wrote:

Raj,

I reviewed your timeline and supporting documents, etc. in more detail. The written evidence shows there was no verbal or written agreement in September. David Bea only agreed in writing to see what he could do in September. Rather, the verbal agreement (which I cannot confirm) would have happened in mid October or later David and the

College then did some due diligence to determine a fair wage increase for you which it delivered to you in mid-April (i.e., a pay raise and retroactive pay). Thus, the additional information below, unfortunately, does not change my analysis or the position of the College. I'm sorry.

I know this is not the news you want to hear, but I will clarify that the College has or will talk to David Bea to stress the importance of clear written communications in the future to avoid confusion or misleading another employee. That has happened or will happen.

Finally, the relevant statute is A.R.S. § 12-821.01.

All the best to you and your family.

Tim

From: Raj Murthy [REDACTED]
Sent: Tuesday, December 14, 2021 3:00 PM
To: Tim Medcoff <tmedcoff@farhangmedcoff.com>
Subject: Fwd: Representation of Pima Community College

Greetings, Tim:

First, thanks for the discussion and explanation. Clearly, I did not know or even think about 'a statute'. Lesson learned.

I'm also happy to know that (hopefully) someone will talk to David Bea about his actions and responsibilities.

Here is what I was talking about and the document is attached for your reference.

My first discussion and email to David Bea started on Sept 24th, 2019. The same day he agrees to \$185K and asks me to stay.

The actual check (and only after my repeated requests) comes to me on April 14th, 2020.

Sept 24th, 2019 to April 14th, 2020 is clearly more than 6 months.

What do you think?

Plmk, I appreciate your help. Raj.

----- Forwarded message -----

From **Raj Murthy** [REDACTED]
Date: Sun, Sep 19, 2021 at 6:56 PM
Subject: Re: Representation of Pima Community College
To: Tim Medcoff <tmedcoff@farhangmedcoff.com>

Hi, Tim:

Here you go, attached is the entire history of my issue with David Bea. I have all the emails and so does he.

Plmk if you need anything else. Thanks for listening. I trust you will be fair.

Best wishes, Raj.

On Mon, Sep 13, 2021 at 8:42 AM Tim Medcoff <tmedcoff@farhangmedcoff.com> wrote:

Mr. Murthy,

If you need a secure link to upload the documents, etc., please let me know, and we will share one. I look forward to receiving the information ASAP. Thanks.

Tim

From: Raj Murthy <[REDACTED]>
Sent: Sunday, September 12, 2021 11:35 AM
To: Tim Medcoff <tmedcoff@farhangmedcoff.com>
Cc: Jane Cebula <jcebula@farhangmedcoff.com>
Subject: Re: Representation of Pima Community College

CAUTION: This email originated from outside of F&M.

Greetings, Mr. Medcoff:

Thanks for reaching out. I wanted to acknowledge that I have received your email. I will compile all the information and send it to you. I don't have an attorney, so, I'm happy to share the information with you directly and the data will bear out my claim. Best wishes. Raj.

On Fri, Sep 10, 2021 at 3:00 PM Tim Medcoff <tmedcoff@farhangmedcoff.com> wrote:

Mr. Murthy,

Pima Community College (PCC) has retained me and my firm to investigate your wage claim. Because Dr. Bea works closely with its in-house attorneys, PCC thought it would be better to hire an independent, impartial factfinder. I understand you claim that Dr. David Bea verbally promised you a raise two years ago, which was never given to you. You thus seek backpay (i.e., the difference between your actual compensation versus the purportedly promised raise).

Please note that I do not represent you with respect to your wage claim. Rather, I represent PCC. If you have hired an attorney to handle this claim for you, please direct this email to him or her. Otherwise, at your earliest convenience, please send me all documents including emails, text messages, recorded phone calls or anything else supporting your claim that Dr. Bea promised you additional compensation for your IT services to PCC. In addition, please identify any witnesses (besides Dr. Bea) who can substantiate your claim.

If you have any questions regarding this matter, please contact me. Thanks, in advance, for your cooperation and assistance.

Best regards,

Tim

Timothy M. Medcoff | Managing Partner

vCard | Profile

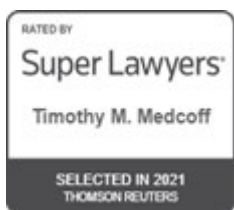
520.214.2000 | f: 520.214.2001

Tucson Office: [100 S. Church Ave., Suite 100 | Tucson, AZ 85701](#)

Phoenix Location: [4021 N. 75th St., Suite 101 | Scottsdale, AZ 85251](#)

[farhangmedcoff.com](#)

FARHANG & MEDCOFF
ATTORNEYS



Timothy Medcoff

- Immediate Past Board Chair

- [TucsonChamber.org](#)

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Raj Murthy

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Raj Murthy

1/3/22, 4:52 PM

Pima Community College Mail - FW: Representation of Pima Community College

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Raj Murthy

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Raj Murthy