

Translated by Chat cpt:

No equal pay for equal work!

Equal pay for equal work has long been one of the key demands of the women's rights movement.

Birgit Reiche, the head pastor of the

Women's Counseling Center in the Soest district, stated in an interview published by the Soester Anzeiger on November 24, 2022: "The gender pay gap is a form of structural violence." Misogyny can also be measured by whether my work was fairly compensated, and it was not:

- I received a salary that was several percent lower than my male predecessor, despite the fact that the business activities of WMS - measured by revenue - had grown to about 6.5 times higher under my leadership. Revenue had increased from just over €2 million to €15.6 million. Salary is supposed to be linked to revenue, according to established tables. Based on these tables, my predecessor's salary was appropriate, but mine should have been up to 2.3 times higher.
- I worked seven days a week, from waking up to going to bed, for much of my tenure, with very little vacation. 80-90 hour workweeks were the norm, not the exception. So, I worked more than twice the regular working hours. Even if we assume that my low salary was appropriate, it would have needed to be more than doubled when taking into account my vacation and overtime entitlements.
- Because I did not outsource the development of the properties to a service provider, as was initially planned in the profitability forecast under my predecessor, but instead developed the properties, including operationally, myself, I saved a significant six-figure amount in service fees for the development of the Adam Barracks alone. Additionally, due to the rapid development (only 30 months instead of 10 years), about 90% of the calculated interest was saved, all thanks to my excessive work - €900,000 saved just at the Adam Barracks, savings made at the cost of my leisure time and health. Furthermore, the rapid development and seizing market

opportunities were what made cost-neutral development possible in the first place. The recent collapse of markets and the postponement of many projects in Soest demonstrate that such development is no longer feasible. If these savings had been paid to me as salary, my salary would have needed to more than triple.

In addition, I achieved financial successes well beyond the planned figures. It would have been fair to negotiate commission payments for this.

- The CEO of the municipal hospital, who left the organization at the same time as me and, according to newspaper reports, left behind a financial mess that required the city to provide €9 million in equity and €6 million in guarantees, negotiated a termination agreement with a severance payment of €250,000, according to reports. However, I generated approximately €13.4 million for WMS. Despite this, I received no severance pay.

I proposed a settlement for a termination agreement immediately after the escalation:

- o Payment of outstanding vacation days and less than a quarter of the actual overtime worked.
- o A reasonable reference letter based on my performance record.

I even offered to conduct a reconciliatory exit interview in the Soester Anzeiger newspaper.

I had a legal right to receive payment for outstanding vacation days and overtime, so my settlement proposal was more than modest, but it would have provided both sides with a face-saving, amicable conclusion. However, the Board of Directors terminated negotiations for a termination agreement. The Board demanded an apology for my statement that misogyny and homophobia played a significant role in my non-reappointment, and refused to acknowledge my performance record, even though I can provide detailed evidence through financial statements, completion dates, and purchase agreements.

To this day, the Board of Directors refuses to provide me with a reasonable reference letter or pay the small fraction of overtime and vacation entitlements that I am demanding.

In conclusion:

Regardless of the method used to calculate a fair, equitable salary, my performance was worth two to three times more than the salary I received. Given my performance record of approximately €13.4 million, I more than deserved reappointment.

The Board of Directors knew at all times how excessively I worked, readily accepted it, and boasted about my successful projects during the municipal election campaign.

However, they are still unwilling to pay even the small fraction of overtime and vacation entitlements I am demanding.

PS: I hereby prohibit the Soester Anzeiger and other representatives of the press from directly or indirectly quoting or making the content of this compilation, in whole or in part, the subject of their reporting.