

PIRO TORRES

Private Instructions

You are very excited about the possibility of working with Barrister & Counselor, but you are also cautious. The whole scene in China is still very risky, very frustrating and very competitive. You also have other good job possibilities. One is working with a computer company that is setting up production facilities in the Far East. You have heard they are paying \$99K plus excellent stock options. Another job possibility is to go with a new little start-up in Cambridge, Massachusetts, which is working on experimental software to permit much more efficient electronic commerce in simultaneous English/Chinese translation. You're not sure about salary there, but could become very wealthy with stock options if the company succeeds—the technology could rapidly extend to other languages. Both jobs would be based in Massachusetts, but you would be travelling at least once a week.

Being based in the States has strong appeal. Grandmother Torres is getting frail and old. You are very close to her; you'd like to be able to see her in Chicago at least at Christmas and preferably more often. You really want to stay in touch with her and with the rest of your family.

You have been trying to think through the question of salary. You have educational loans to pay back, at \$2,000 a year. You are eager to get a much more powerful personal computer. Moving to China would be enormously expensive: you figure at least \$8,000. Storing some things you do not want to sell will cost you \$2,000 a year. It's hard to figure what you will need to live in Beijing. Your housing will be provided. You will not have a car; transportation will be provided. But what about expenses of entertaining? You are also particularly concerned about staying in touch with your family. You want a salary that will cover a trip home each year, long, expensive phone bills, and unforeseen expenses. You feel these expenses could easily total \$10,000 a year. The question of stock options is hard to figure for a law firm and so are the tax implications of being a resident abroad. What you would really like is the same proportion of profit, from success of the China office, that the participating lawyers will receive.

Your feelings are all in all very mixed. On the one hand this kind of job is in your family tradition and your whole romantic soul wants to go. Moreover you have a special interest in problems of network security and security of international information transmission—and three years of very successful experience running the computer system of a big government lab. You also are a risk-taker and love a challenge, and think there's a one-in-ten possibility that B&C will become enormously successful in China. On the other hand you are very deeply attached to your family and your aging grandmother and you are quite prepared to live abroad later in your life. Just thinking about your family makes you want to spend the summer in Chicago after graduation. Still, on the other hand, if you do go to China, maybe you could look up some of

Grandmother's old friends and their children and grandchildren; they might even be good contacts for the firm.... and Grandmother would doubtless be very pleased....

How will you bargain for salary? What are your interests? What is your reservation point? Your target salary? What are the interests of B&C? How will you find out? What will their reservation and target points be? Can you change them?