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OFFICE OF THE CLERK  
2001 JUN 29 AM 9:01  
U.S. BANKRUPTCY COURT  
ALBUQUERQUE, N.M.

## Reference Furr's Supermarkets.

To

Federal Bankruptcy District Court Judge

Reference Consultants work suggestion or offer. Purchase of Furr's Supermarkets. Please Read it would not hurt too, I don't think that I would get a loan from a bank, or maybe I can get a loan from the US Government like CEO Lee I A Coca did of Chrysler Corporation.

Dear Bankruptcy Judge I have a suggestion as to the solution to Furr's Supermarkets. Furr's has been in the community since I can remember. I am not an employee of furr's but just an average citizen not a wealthy man. Please listen to me on what I have to say about Furr's problems and solutions.

If I were the owner of Furr's I would look at my self straight in the eyes in a mirror and swallow my pride and see how I got in the situation in the first place, analyze competition, greed, Solutions. Keep the name Furr's supermarkets, the ones that are closed down in a few years of lets say 5 years open them up under a different new name, but keep the furr's name established since it has been there.

If I were the owner of Furr's I would use this solution offer a ratio of 4 options to help revive the store as well as employee moral,

1. Solution one ask employees if they are willing to help buy the store and they own it *part of store* as well.
2. Example 20.00 dollars a week or every 2 weeks taken out of the pay checks the twenty dollars would be split in this way \$ 10.00 dollars would go to US Savings Bonds in care of the employees so that they can get there \$ 20.00 dollars back in 5 years time, out of that \$ 20.00 dollars there is Ten dollars left, \$ 5.00 Dollars would go to a Debtors Fund to pay off the debt slowly but surely, the other \$ 5.00 dollars would go to a employee stock plan of lets say call them Penny stocks of about 0.10 cents to 0.50 cents a share stock that the employees would own and dividends payed to the employees as the stock grows or slows which ever preferably growth, but there money is still protected by US Savings Bonds, where the employees will make there money is in the Employee Private stock ~~bonds~~, Where I will make my money off of this is out of employee stocks if the employee is willing to let me have 1 or 2 penny stocks out of each \$ 5.00 dollar purchase of penny stocks, 1 or 2 shares of Stock is nothing, again only out of the consent of the employees and only the consent of the employee, if they do not then they do not and I do not get any thing at all, but at least I got heard, When I was a kid I enjoyed going to grocery stores and studying how products went from farm to shelf the human geo system and economics to the table of the working family as for pay raises put a freeze on pay raises to those who own Private Stock of lest say over X amount of Shares. The employee stock option is only for employees for a period of 5 years or 8years with a limit on employee stock purchase of management, but know limit to everyday operations of Baggers, Cashiers, Stockers. Inventory clerks.

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I CAN NOT USE THIS PLAN THEN I WOULD LIKE TO BUY 3 FURRS STORES, WHY NOT

- 3. Do away with high priced CEOs and put them in the level of everyday operations done in a monthly manner of lets say one day a month the so called CEO takes off his suit and his tie and not go to the golf course, and go out to the store and Stock a Store with employees, and be a checker one week , a bagger the next week, a coupon clerck the next week . and roatate high mangaeement positions of Simple everyday operations to show the employees that they the management are people as well just like the everyday operations of the store,
- 4. What I know of the Grocery business is products have to be front faced products Rotated, freezers below 32.degrees to prevent spoilage, coupons done weekly and on time, Produce inspected by a professional produce person and treated with care just like employees have to be treated with care, Credits and food spoilage done in a timely manner, restrooms clean as a whistle, Inventory, Utility cost and savings find ways to cut the cost of electrical usage as well as spoilage, injuries , Employee moral and esprit de corps a must, No Management public humiliation , harrasment , of subordiantes, since the high mangagers or District managers not CEOs are rotated in a monthly timely manner of various grocery chores, to include mopping floors and cleaning toilets, all I ask for is to try to help out Furr's Supermarkets even though one day a few years ago I got treated and a racist remark by a management there for no reason at all I was a shopper and not an employee at all, I was not a thief , I was not a Bum . Just because I had torn jeans on my knees.
- 5. Of course My Job Title will be a custodian who saved Furr's or who could have owned Furr's, or owns parts of furr's or just a consultant who never made any money at all but gave a constructive Ideas and if your Honor BankRuptey Judge would at least look at this option, if I could get a government loan like Lee I a Coca did, I would like to be the owner of Furr's Supermarkets but with employee help as well a partial ownership.

out of 5.00 dollars Stock EMPLOYEE OPTION  
3 Share goes to the debitor FUND UPON PAYMENT OF DEBT THEY GO TO EMPLOYEE THE STOCK, IF NOT I  
Just an average day person trying to succede in life just like you and me .  
WOULD LIKE TO GET A LOAN AND BUY 2 OR 3 STORES

Thank you yours truly  
Ernest R Chavez Aka Ernest R.C. Powerman  
Ps Cant get a Job.

Notary Signature *[Signature]* Date 6-29-01

I WOULD LIKE TO KNOW THE  
DEBT RATIO, IF I OWNED 3 STORES  
WHAT WOULD MY DEBT RATIO BE OUT  
OF THE REMAINING BALANCE OF DEBT

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I KNOW HOW TO OPEN AND CLOSE A  
CASH REGISTER AND MANAGE AS WELL

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MIGHT NEED A LITTLE BIT OF MANAGEMENT  
TRAINING

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I WOULD PAY MYSELF 80,000.00 DOLLARS  
A YEAR, I AM NOT GREEDY AND I  
DON'T NEED TO LIVE HIGH OFF THE HOG