CONFIDENTIAL HR RECORD

Erin Mardis leave pay: what we said, and when

Every surviving record of the November and December 2025 decision to make Erin whole through her maternity leave, pulled from Zoom's own AI Companion and from the meeting transcripts.

Prepared for Brian Lim **By** Anthony Lim **Date** August 5, 2026 **Sources** Zoom API, meeting transcripts

TL;DR | Zoom's record | What Zoom lost | Nov 25 call | Dec 16 call | The money | Where this leaves us

TL;DR

- Zoom's own AI Companion wrote down the decision on 12/16/2025: we agreed to pay Erin 100% of salary through her 12-week leave and cover the roughly $36,000 gap ourselves.
- The 3:10pm call you remembered was never recorded. No cloud recording and no AI Companion summary exist for either 3-way call with Erin, on 11/25 or 12/16. I checked the whole account.
- The meeting transcripts survived, and they are stronger than the PDF suggested. Erin describes the deal in her own words and agrees to the $36,000 number out loud.
- On 12/16 you tied the money to her coming back twice, on the record: "some incentive to come back" and "we want you back and we want you to be incentivized to come back."
- What we do not have is a signed agreement or anyone saying "if you do not return, you repay it." That is the real gap, and it is the reason to get her agreement in writing now.

01

What Zoom itself recorded

This is not our summary. This is Zoom's AI Companion, generated automatically at the time, sitting on Brian's own account. Pulled from the Zoom API on 8/5/2026.

BRIAN LIM'S PERSONAL MEETING ROOM · TUE DEC 16, 2025 · 11:31AM TO 12:12PM PT · HOST BRIAN@EMAZINGGROUP.COM

> **ZOOM AI COMPANION, SECTION: SHORT-TERM DISABILITY INSURANCE IMPLEMENTATION**
>
> "Anthony and Brian discussed the implementation of short-term disability insurance for Aaron, focusing on the benefits and costs associated with different states. They agreed to provide Aaron with 100% salary during her 12-week leave, covering the $36,000 gap between insurance benefits and her salary. Brian emphasized the need to position their offer as above standard practice while acknowledging potential fairness concerns with other employees. Anthony is working to secure insurance coverage for only New Hampshire residents, with a potential cost of $4,700 if all states are included."

Note: "Aaron" is Zoom mis-hearing "Erin" throughout. The transcription engine did the same thing on several other calls that month.

Action items Zoom captured from that same meeting

- Anthony: Follow up with insurance company to finalize details on New Hampshire short-term disability coverage and exact costs
- Anthony: Call insurance agent to get answer **by 3pm** on state-by-state coverage options
- Anthony: Try to negotiate with insurance company to make coverage optional for states other than New Hampshire
- Anthony: Run AI research on standard maternity leave policies for e-commerce companies under $100 million

WHY THE 3:10PM MEMORY CHECKS OUT

That "by 3pm" deadline is almost certainly what you were remembering. We got the insurance answer that afternoon and then went straight to Erin with it. The 3-way call did happen. It just was not recorded.

What Zoom no longer has, and why

Short answer: there is nothing to export. Not because retention lapsed, but because AI Companion was switched off for those two calls.

WHAT I CHECKED	RESULT
Cloud recordings, Anthony, Nov and Dec 2025	3 recordings, none on 11/25 or 12/16
Cloud recordings, Brian, Nov and Dec 2025	None
Cloud recordings, Erin, Nov and Dec 2025	None
Deleted-recording trash, all three accounts	Empty
Account-wide AI Companion summaries back to 11/06/2025	446 summaries in the window; neither 3-way call appears
Exportable AI Companion summary or VTT for the Erin calls	**Does not exist**

THE LIKELY REASON

On that same 12/16 morning call, the two of you spent the first half discussing that Zoom's AI Companion was falling short and that Anthony had moved to Granola for notes. Zoom logged it as an action item: "Anthony: Test enabling auto-email of transcripts to meeting attendees." AI Companion simply was not running on the Erin calls. That is also why Granola captured them and Zoom did not.

03

November 25, 2025: the ask and the framing

9:30am PT, 25 minutes. Anthony, Brian, Erin. Captured by Granola. Speaker labels in the raw file are unreliable, so each quote below is attributed from context. Wording is verbatim, including the transcription stumbles.

BRIAN, OPENING THE CONVERSATION

"The goal is obviously to treat you well and to keep you, hopefully, working here as long as you want to be here."

ERIN, DEFINING WHAT SHE WAS ASKING FOR

"most companies, from what I was researching, when they look at, like, what California's disability is willing to pay, the company itself will fill in the gap. Between the, like, what covering and then what they would normally get paid. And with this, because I don't have any of that support, then it creates just a bigger gap for me."

BRIAN, PUTTING THE OPTION ON THE TABLE

"The option is if the company makes you whole and basically plays the insurance route. And pays this. Out of pocket. With that work for you?"

BRIAN, TYING IT TO HER STAYING

"Because again, I want you to work to hear for us as long as possible and as long as you want to be here."

BRIAN, CLOSING ON THE NUMBER, AND ERIN AGREEING

"My understanding, Erin, that, you know, try to get you as close as possible to this 36 number. And if you got that, would that be a. A good outcome for you. Are you happy with that?"

Erin: "Yeah."

WHY THIS MATTERS

Erin defined the make-whole standard herself, unprompted, and then said yes to the $36,000 out loud. This is not us telling her what the deal was. This is her telling us.

04

December 16, 2025: the yes, and the reason for it

20 minutes. Anthony, Brian, Erin. Captured by Granola. This is the call where we told her we were doing it.

BRIAN, LEADING WITH IT

"I don't want to bury the punchline. The lead. Erin. We're going to be able to meet your request."

BRIAN, ON WHY

"And it gets better. Okay? And some incentive to come back."

BRIAN, SAYING IT AGAIN, PLAINLY

"So just know lot lots of hoops jump through all this stuff. But it's because we care for you and yes, we want you back and we want you to be. Incentivized to come back."

ERIN, CONFIRMING SHE UNDERSTOOD THE STRUCTURE

"So you were able to sign up for the policy through EmazingGroup. And then I'll be paying into it from my paycheck. And then they would compensate me that 14 or the 21."

ERIN, ACCEPTING

"Well, I feel really good about this, so thank you for the work, the rework."

WHY THIS MATTERS

You said "incentive to come back" twice in a 20-minute call, and Erin did not push back on that framing. The return was not a footnote. It was the stated reason we paid the gap out of pocket instead of leaving her on the insurer's timeline.

05

Where the money actually sits

Verified against Paycor check by check across the full leave period, 4/12/2026 through 7/18/2026.

ITEM	AMOUNT	STATUS
Emazing Group wages paid during leave (gross)	$25,142.92	Company money, what we want back
Same wages, net that Erin actually received	$18,040.60	The ask
MetLife short-term disability paid to Erin	$12,439.05	Hers, not in scope
Accrued vacation owed to Erin (gross)	$7,457.08	94.91 hours, we owe this
Same vacation, net	$5,530.22	Proposed offset
Net balance Erin would send back	**$12,510.38**	**One ACH, one money movement**

Erin resigned 7/24/2026 without returning from leave. Her stated plan, sent 7/11/2026, was to start back part time on 8/3/2026.

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Where this leaves us

WHAT THE RECORD PROVES

That we made her whole deliberately and generously, that she understood exactly what we were doing and agreed to it, and that we told her twice on the record the money was meant to bring her back. Zoom's own system wrote down the $36,000 decision independently. This is a documented, consistent story told across three separate systems.

WHAT THE RECORD DOES NOT PROVE

Nobody ever said "if you do not come back, you repay this," and nothing was signed. "Incentive to come back" states our intent. It does not create a repayment obligation on its own. Any conversation with Erin has to be a request she agrees to, not a demand we can enforce from these transcripts.

THE PRACTICAL READ

Weak paperwork is not the same as no case. The whole reason the money left the company is on tape, in your voice, and she accepted it on those terms. That is enough to ask her plainly and fairly. What it is not is leverage if she says no, which is exactly why the next step is getting her agreement in writing before we release her vacation payout.

Sources: Zoom API (AI Companion summary, meeting UUID h6wYVglQSYupoxnynGgn1g==, pulled 8/5/2026), Granola meeting transcripts 11/25/2025 and 12/16/2025, Paycor paystub records. Generated by Claude.