

Friday, 20 April 2019

Gavin Martin
22 Epping Forest Drive
ESCHOL PARK, NSW, 2558
DELIVERED BY HAND

Dear Gavin,

Invitation to Restructuring Meeting

As you are aware, the Australian Automotive Group (AAG) has both employees and contractors, at our Smithfield pre-delivery and Inspection site.

Over the past 12 months, AAG have been continually reviewing our operations at Smithfield with the aim of streamlining our business flow.

A recent review of our Smithfield site has identified a number of key areas where we believe tasks and functions can be streamlined in a more cost effective way. This has included the prospect of outsourcing all window tinting operations to a contracting model.

Prior to any definitive decision being made, we are exploring all options which include:

- Voluntary Redundancy
- Job sharing with another
- Accepting reduced hours
- Accepting a reduction in pay

Prior to any decision being made, we invite you to attend a formal meeting with myself and your manager, Robert Pappalardo, to discuss this matter further. This will give you the opportunity to discuss other matters you feel relevant and alternatives we may not have thought of, including opportunities for redeployment within the business.

This meeting is to be conducted at a location to be announced, at our Smithfield site on Wednesday, 8 April at 9.30 am.

If you have any enquiries in relation to this matter, please contact myself on 02 9332 8167.

Yours sincerely



David Berlusconi
Human Resources Manager