

Type here to search

This Folder

Address Book

Options

Log Off

Mail

Calendar

Contacts

Deleted Items (4265)

Drafts [12]

Inbox (266)

Junk E-mail

Sent Items

Click to view all folders

Lena Muscat

Les Elias

Manage Folders...

Reply

Reply to All

Forward

Move

Delete

Junk

Close

Re: Minutes from this mornings meeting

Clark Hargrave

Sent: Thursday, 25 June 2020 10:22 PM
To: David Berlusconi

David , I've resigned my salesmanship . Thanks for your help , but I've been forced ...forced to resign by Michael Clements .

Get [Outlook for iOS](#)

From: David Berlusconi <dberlusconi@aag.com.au>
Sent: Wednesday, June 24, 2020 11:06 am
To: Clark Hargrave
Subject: Minutes from this mornings meeting

Hi Clark,

Can you please confirm the minutes below. Please note these will be ent to Mark so If there is anything there you need me to amend, please let me know.

I met with Clark at 10.00 am at City Ford Used Cars in Chullora. The meeting was in PK's (F&I) office on 24.06.20.

I asked Clark if he received the letter I emailed him yesterday and if he understood the contents in it. I also asked Clark if he wanted to continue with the meeting now or reschedule.

Clark said he received the letter, understood the contents and wished to have the meeting now.

David said words the following effect:

"Hi Clark, the reason I am here today and the reason I drafted that letter for you, is because on Monday or Tuesday, A customer called City Ford making a complaint regarding an abusive message he was sent allegedly by you. The message was in the letter I sent you where amongst other things, you called him an idiot. He threatened to post this on the forums and advise the manufacturer. Moe called the customer and it then came to Mark's attention. Since then, Michael Clements has become aware of this. Did you send that message to the customer and if so why would you do that? It is not just viewed as serious misconduct, but wilful if you intended to do that."

Clark replied with words to the following effect:

"Yes. I sent that message. I have been depressed and have anxiety. I know it's no excuse. I have never acted that way before. I just snapped. It was around 8 pm, I was at home, just had an argument with my wife about our bills. I have a \$500,000 mortgage, she is on job keeper, my pay and commissions have also been hit, we can no longer afford our daughter school fees, I even drive a \$1 car because I can't even afford to pay the FBT on my company car. Last week my Dad's sister died and my dad's kidneys are like at 13%. He doesn't have long either. I am constantly driving up to care for him while still doing 50 hour weeks and work on my days off and still can't afford anything.

I know it's no excuse but you asked why so I am just being honest. Again, I had just finished arguing with my wife, was drinking, trying to have dinner when I saw the autogate message. I wasn't thinking and just had a brain snap. Obviously you know this is not the way I have ever acted at work and will take more care at home.

I can only say, I know it was wrong, I need this job, and would never do it again. Do you think Mark will sack me over this?"

David replied with words to the following effect:

"I don't know what Mark will do. Again, he asked me to investigate this and find out what happened from your end and your reasons. I can say in my view, Mark would consider this type of misconduct, serious in nature. From what you are saying it was also wilful. I know Mark has terminated staff for less and I don't know what he will do here. But I will type these minutes out and get you to confirm they are correct and then I will send them through to Mark. When he gets back to me, I will let you know or your manager will. Do you have any more questions?"

Clark said no. The meeting concluded at 10.20 am.

Regards.

David Berlusconi
Human Resources Manager
Australian Automotive Group Pty Limited
60 O'Riordan Street, Alexandria
NSW, 2015, Australia
P | +61 2 9332 8167 F | +61 2 9360 5375
M| +61 417 293 398 E | dberlusconi@aag.com.au

Connected to Microsoft Exchange

Mail

Calendar

Contacts

Deleted Items (4265)

Drafts [12]

Inbox (266)

Junk E-mail

Sent Items

[Click to view all folders](#)

Lena Muscat

Les Elias

[Manage Folders...](#)

Reply Reply to All Forward Move Delete Junk Close

RE: Minutes from this mornings meeting

Mark Janus

Sent: Thursday, 25 June 2020 4:18 PM

To: David Berlusconi

Spoke to Theo,

Apparently Clark is sending him his resignation tonight.

Will forward it in the morning.

Rgds Mark

-----Original Message-----

From: David Berlusconi

Sent: Thursday, 25 June 2020 3:30 PM

To: Mark Janus

Subject: RE: Minutes from this mornings meeting

Hi Mark,

Did Theo call him today? If so what was the outcome? Did you need me to send him that letter of termination?

Regards.

David Berlusconi

Human Resources Manager

Australian Automotive Group Pty Limited

60 O'Riordan Street, Alexandria

NSW, 2015, Australia

P | +61 2 9332 8167 F | +61 2 9360 5375

M | +61 417 293 398 E | dberlusconi@aag.com.au

From: Mark Janus

Sent: Wednesday, 24 June 2020 8:42 PM

To: David Berlusconi

Cc: Theo Parzakonis

Subject: Re: Minutes from this mornings meeting

Theo,

I'll speak to Theo in the morning.

Sent from my iPhone

Mark Janus 0412432666

> On 24 Jun 2020, at 3:57 pm, David Berlusconi <dberlusconi@aag.com.au> wrote:

>

> Hi ark,

>

> If you mean a conversation about the job-keeper option, I can't talk to him about that. That really needs to come from his manager or whoever he reports to over there. Given Sam is no longer the manager, is it Jon? I really am not sure who it is.

>

>

>

> Regards.

>

>

> David Berlusconi

> Human Resources Manager

> Australian Automotive Group Pty Limited

> 60 O'Riordan Street, Alexandria

> NSW, 2015, Australia

> P | +61 2 9332 8167 F | +61 2 9360 5375

> M | +61 417 293 398 E | dberlusconi@aag.com.au

>

> From: Mark Janus

> Sent: Wednesday, 24 June 2020 3:49 PM

> To: David Berlusconi

> Subject: RE: Minutes from this mornings meeting

>

> Is that a conversation you are able to have with him? I don't want Sam involved for obvious

reasons. Fine with the letter

>

> -----Original Message-----

> From: David Berlusconi

> Sent: Wednesday, 24 June 2020 3:40 PM

> To: Mark Janus

> Subject: RE: Minutes from this mornings meeting

>

> Hi Mark,

>

> Please find the attached letter.

>

> His manager (Maybe Sam?) should call him and let him know it is coming when i send this. It's just good form. I dare say he may spiral into depression so it's good to have his manager speak to him.

>

> Another option you may wish to consider, is have his manager ring him and say HR is about to terminate. However, given his financial situation, if he wants to resign with an end date of 31 July and move to JjobKeeper hours only in that time, we can accommodate and that will give him \$4500 (or around) and time to look for work. We would place him on gardening leave and not allow him back in the workplace and close off his access. But he needs to put it in writing now.

>

> Anyway, attached is the letter. please give me your thoughts.

>

> Regards.

>

>

> David Berlusconi

> Human Resources Manager

> Australian Automotive Group Pty Limited

> 60 O'Riordan Street, Alexandria

> NSW, 2015, Australia

> P | +61 2 9332 8167 F | +61 2 9360 5375

> M| +61 417 293 398 E | dberlusconi@aag.com.au

>

> From: Mark Janus

> Sent: Wednesday, 24 June 2020 3:08 PM

> To: David Berlusconi

> Subject: RE: Minutes from this mornings meeting

>

> I don't think he would have a go.

>

> -----Original Message-----

> From: David Berlusconi

> Sent: Wednesday, 24 June 2020 3:02 PM

> To: Mark Janus

> Subject: RE: Minutes from this mornings meeting

>

> Hi Mark,

>

> OK, I will draft a termination letter and email it through.

>

> Just as a formality, regarding risk, I think he may win an unfair dismissal saying "in the circumstances" a first and final would have been sufficient. The circumstances being, never a prior warning, out of character, it was at 8 pm at night, death in family, and loss of income so just keep that in mind.

>

> Anyway, I will draft a letter and send it through for your perusal. Give me 30 minutes.

>

>

> Regards.

>

>

> David Berlusconi

> Human Resources Manager

> Australian Automotive Group Pty Limited

> 60 O'Riordan Street, Alexandria

> NSW, 2015, Australia

> P | +61 2 9332 8167 F | +61 2 9360 5375

> M| +61 417 293 398 E | dberlusconi@aag.com.au

>

> From: Mark Janus

> Sent: Wednesday, 24 June 2020 11:26 AM

> To: David Berlusconi

> Subject: RE: Minutes from this mornings meeting

>

> Unfortunately he needs to go.

>

> It's too higher risk. If we don't take action over this it will insight the customer to go public. Not a risk I'm prepared to take after the Brookvale service fiasco.

>

> -----Original Message-----

> From: David Berlusconi
 > Sent: Wednesday, 24 June 2020 11:21 AM
 > To: Mark Janus
 > Subject: FW: Minutes from this mornings meeting
 >
 > Hi Mark,
 >
 > I had the meeting with Clark this morning and asked him to confirm the details. Please see the minutes of the meeting below.
 >
 > I will advise Clark he can go home pending an outcome.
 >
 >
 > Regards.
 >
 >
 > David Berlusconi
 > Human Resources Manager
 > Australian Automotive Group Pty Limited
 > 60 O'Riordan Street, Alexandria
 > NSW, 2015, Australia
 > P | +61 2 9332 8167 F | +61 2 9360 5375
 > M| +61 417 293 398 E | dberlusconi@aag.com.au
 >
 > -----
 > From: Clark Hargrave
 > Sent: Wednesday, 24 June 2020 11:18 AM
 > To: David Berlusconi
 > Subject: RE: Minutes from this mornings meeting
 >
 > Hi David , Once again I am extreemlly sorry and apologetic. I have never done this in my life before. Ive been selling cars for 25years and with Ford for 20years . I had a brain snap and would do anything to reverse this if I Could.
 >
 > Regards,
 > Clark Hargrave
 > Sales Representative
 > City Ford Chullora
 > Corner of Worth St & Hume Hwy, Chullora
 > Ph: 9642-0385 - Mb: 0404-024552 - Fax: 9742-5070 www.cityfordchullora.com.au
 >
 >
 >
 > -----Original Message-----
 > From: David Berlusconi
 > Sent: Wednesday, 24 June 2020 11:03 AM
 > To: Clark Hargrave
 > Subject: Minutes from this mornings meeting
 >
 > Hi Clark,
 >
 > Can you please confirm the minutes below. Please note these will be ent to Mark so If there is anything there you need me to amend, please let me know.
 >
 > -----
 > I met with Clark at 10.00 am at City Ford Used Cars in Chullora. The meeting was in PK's (F&I) office on 24.06.20.
 >
 > I asked Clark if he received the letter I emailed him yesterday and if he understood the contents in it. I also asked Clark if he wanted to continue with the meeting now or reschedule.
 >
 > Clark said he received the letter, understood the contents and wished to have the meeting now.
 >
 > David said words the following effect:
 >
 > "Hi Clark, the reason I am here today and the reason I drafted that letter for you, is because on Monday or Tuesday, A customer called City Ford making a complaint regarding an abusive message he was sent allegedly by you. The message was in the letter I sent you where amongst other things, you called him an idiot. He threatened to post this on the forums and advise the manufacturer. Moe called the customer and it then came to Mark's attention. Since then, Michael Clements has become aware of this. Did you send that message to the customer and if so why would you do that? It is not just viewed as serious misconduct, but wilful if you intended to do that."
 >
 > Clark replied with words to the following effect:
 >
 > "Yes. I sent that message. I have been depressed and have anxiety. I know it's no excuse. I have never acted that way before. I just snapped. It was around 8 pm, I was at home, just had an argument with my wife about our bills. I have a \$500,000 mortgage, she is on job keeper, my pay and commissions have also been hit, we can no longer afford our daughter school fees, I even drive a \$1 car because I can't even afford to pay the FBT on my company car. Last week my Dad's sister died and my dad's kidneys are like at 13%. He doesn't have long either. I am

constantly driving up to care for him while still doing 50 hour weeks and work on my days off and still can't afford anything.

>

> I know it's no excuse but you asked why so I am just being honest. Again, I had just finished arguing with my wife, was drinking, trying to have dinner when I saw the autogate message. I wasn't thinking and just had a brain snap. Obviously you know this is not the way I have ever acted at work and will take more care at home.

>

> I can only say, I know it was wrong, I need this job, and would never do it again. Do you think Mark will sack me over this?"

>

> David replied with words to the following effect:

>

> "I don't know what Mark will do. Again, he asked me to investigate this and find out what happened from your end and your reasons. I can say in my view, Mark would consider this type of misconduct, serious in nature. From what you are saying it was also wilful. I know Mark has terminated staff for less and I don't know what he will do here. But I will type these minutes out and get you to confirm they are correct and then I will send them through to Mark. When he gets back to me, I will let you know or your manager will. Do you have any more questions?"

>

> Clark said no. The meeting concluded at 10.20 am.

> -----

>

>

>

> Regards.

>

>

> David Berlusconi

> Human Resources Manager

> Australian Automotive Group Pty Limited

> 60 O'Riordan Street, Alexandria

> NSW, 2015, Australia

> P | +61 2 9332 8167 F | +61 2 9360 5375

> M | +61 417 293 398 E | dberlusconi@aag.com.au



Connected to Microsoft Exchange