

David Berlusconi

From: David Berlusconi
Sent: Thursday, 9 May 2019 4:36 PM
To: 'daniel borgman'
Subject: RE: Meeting Confirmation

Hi Daniel,

I hope you are well.

Actually I didn't know that Tuesday was your last day and was I was unaware that you had resigned.

I did look into this matter when the initial allegations arose and spoke with the Dealer Principal and Steven (as well as yourself and Barry). At the time I was unable to conclusively determine harassment and bullying however I have certainly not closed off the investigation..... You may be aware I was waiting on further particulars from another employee regarding instances of Steven bullying people. This information did not come through as I had expected. I had planned to ask that person for this information again this/next week, however I have found out that that person, has also left the business.

At this stage, the lack of particulars is what is causing delays with me reaching a final outcome. The information I was expecting was something I had planned to investigate further (including presenting to Steven with those allegations for his reply).

Are you able to provide me with any particular instances where this occurred? Witnesses? Emails or anything that you would consider relevant. This would certainly assist in my investigations and be greatly appreciated.

Regards.

David Berlusconi
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From: daniel borgman [mailto:danielborgman83@gmail.com]
Sent: Tuesday, 7 May 2019 5:25 PM
To: David Berlusconi
Subject: Re: Meeting Confirmation

Hi David,

I'm sure you are aware that today was my last day at Titan Ford? The reason for my email is to see what's happening with the below emails of harassing behaviour intimidation and stress whilst under Steven's management. First of all I'd like to ask why have I had no response from you in over a month? Work place bullying and harassment is a serious matter and what concerns me as you have not actioned this in anyway. I know for fact that there have been other complaints of very similar issues with previous staff.

Kind regards

On Mon, 6 May 2019 at 1:41 pm, Daniel Borgman <dborgman@titan.com.au> wrote:

Sent from my iPhone

Begin forwarded message:

From: David Berlusconi <dberlusconi@aag.com.au>
Date: 1 April 2019 at 10:14:38 am AEDT
To: Daniel Borgman <dborgman@titan.com.au>
Subject: RE: Meeting Confirmation

Hi Daniel,

Understood.... Please note I meant no disrespect to you. I do appreciate your comments and I will most certainly look into this further. I thank you again for your honest views on these issues.

Kind Regards
David Berlusconi
Human Resources Manager

From: Daniel Borgman
Sent: Monday, 1 April 2019 9:40 AM
To: David Berlusconi
Subject: RE: Meeting Confirmation

Hi David,

Yes I can confirm the bullet points on the email below.

As far as your comment of me not liking Steven is beside the point if I like him or not and has nothing to do with the amount of stress he put on me and his behaviour towards me and other staff. If I simply didn't "like" the guy I would have just moved on from the fact! The point is his controlling, harassing, manipulative ways have caused me to have significant amount of stress.

Happy to have a further in depth chat as there is a lot more to explain.

Kind regards,

From: David Berlusconi
Sent: Friday, 29 March 2019 9:51 AM
To: Daniel Borgman
Subject: Meeting Confirmation

Hi Daniel,

Sorry for the delay in getting back to you. It's been a very busy week and I have been under the pump.

Moving forward though, and further to our discussions earlier this week, the notes I had

taken were as follows. Can you please confirm this is correct.

- I spoke to you last Monday (25th) around 11.00 am.
- You worked as 2IC (Management) for Titan Ford with Steven until a week or so earlier when you moved to Service Advisor.
- Your move to another department was mainly because you did not like Steven's management style and you felt he was a bully.
- You believe if he had taken a different management approach (such as yours when you managed Barry), Barry's sales would have increased.
- However you mentioned that even with good management, there is no way for you to know if Barry would have achieved or got close to required targets.
- You also mentioned in your professional opinion as a 2IC/Manager for Titan Ford, Barry should have been getting better results notwithstanding the support (or lack of) from Steven.
- You also mentioned that Barry can perform better if a manager helps him close his deals. On his own, he is not as effective.

Daniel, I do need to point out (and I also mentioned to you on the day) that during our discussions, I really did sense and get the impression that you and Steven have some issues and you simply do not like Steven. I may be wrong, but that was the feeling I sensed. As I mentioned, I will certainly look into the bullying and harassment allegations objectively but I will need to look into that further and chat to you again..

Can you please confirm the above points for me.

Regards.

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