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**RE:**

David Berlusconi

**Sent:** Tuesday, 23 June 2020 9:41 AM**To:** Mark Janus**Attachments:** [Clark Hargave - Show Cause~1.pdf \(786 KB\)](#)

Hi Mark,

Please find the attached letter. NOTE his manager should also ring him (after I send this letter and advise if he has any customer enquiries, he needs to forward them to him and not speak to customer until a determination can be made regarding his employment).

Let me know if the letter is good to go.

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

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From: Mark Janus  
Sent: Monday, 22 June 2020 1:35 PM  
To: David Berlusconi  
Subject: FW:

David,

See Below a more detailed breakup of the conversation.

Clark clearly instigated in my view.

I want him gone as he's a danger to the business.

Rgds Mark

From: Theo Parzakonis  
Sent: Monday, 22 June 2020 12:14 PM  
To: Mark Janus  
Subject:

This is What Clark sent to the customer Via SMS

Yesterday 7:59 am

Your \$10000 away , cars don't get coronavirus. Idiot . Wake up  
Yesterday 8:00 am

I'm so sick of people giving idiotic offers  
Yesterday 8:01 am

Bill wake up

Customers reply was

Yesterday 8:01 am  
M

Don't fucking write any message  
Yesterday 8:01 am  
M

Piss off  
Yesterday 8:02 am  
M

You are fucking idiot. I gave your offer you stupid. Take it or leave. Very low personality

M is the customer sending his sms back to clark

Theo Parzakonis  
Assistant Manager  
City Ford Chullora  
Corner of Worth St & Hume Hwy, Chullora  
Ph: 9642-0385 - Mb: 0416-169001 - Fax: 9742-5070  
[www.cityfordchullora.com.au](http://www.cityfordchullora.com.au)<<http://www.cityfordchullora.com.au/>>  
[cid:image001.gif@01D6488E.931AC790]  
[cid:image002.gif@01D6488E.931AC790]

Tuesday, 23 June 2020

Mr Clark Hargrave  
4 Ormeo Street  
St Claire, NSW, 2759  
**DELIVERED BY EMAIL: hargs68@hotmail.com**

Dear Clark

**RE: Your employment with the Australian Automotive Group.**

The purpose of this letter is to formally advise that serious allegations against you have recently been brought to our attention, specifically, that you engaged in an abusive manner towards a potential customer.

It has been alleged that on or around Monday 22 June, a customer made enquiries to purchase a 2019 Ford Ranger Wildtrak PX MkIII Auto 4x4. You took ownership of this enquiry and in doing so, replied with a text message with words to the effect of:

*Thanks for enquiring about the Ford Ranger 2019 (Rego: EIG76D). This item is located at City Ford, 204 Hume Hwy, Chullora NSW 2190. Phone : 02 9642 0385. Your \$10000 away, cars don't get coronavirus. Idiot. Wake up I'm so sick of people giving idiotic offers. Bill wake up.*

Following a subsequent complaint and threat to advise the manufacturer and members of the public, City Ford Sydney contacted the customer who not only maintains this conduct and event occurred, but also has text messaging in writing to confirm this.

This conduct is not only a serious breach of our employment policies as well as your contract of employment, but also has the potential to jeopardise the profitability and viability of the business and if proven, this matter may result in the termination of your employment.

Prior to any decision being made, and to enable a full and detailed investigation of this matter, we request your attendance at a show cause meeting, which has been specifically convened for you, to provide a suitable opportunity for you to respond to these allegations.

This disciplinary meeting is to be conducted at 10.30 am on Wednesday 24 June 2020 at City Ford Chullora.

You are directed not to make contact with any customers until this matter is finalised and are expected to make every effort to attend this meeting and are placed on notice that the Company reserves the right to make a determination in your absence if you fail to attend this meeting for whatever reason.

I will have sole responsibility for the conduct of this meeting, together with any resulting decision which is to be made.

You are of course welcome to bring a support person to this meeting should you choose.

All matters and information relating to this allegation are confidential and you are directed not to discuss them with any other person without my express prior consent. Any failure by you to maintain confidentiality may lead to disciplinary action.

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

Yours sincerely



David Berlusconi  
Human Resources Manager