

David Berlusconi

From: Robert Pappalardo
Sent: Tuesday, 18 December 2018 3:14 PM
To: ashwinprasad39@gmail.com
Cc: David Berlusconi
Subject: FW:
Attachments: Ashwyn Prasad - Request to attend disciplinary meeting - 18.12.18.pdf

Ashwin, I have been asked to forward this e-mail on to you.

Regards,

Rob Pappalardo

Tuesday, 18 December 2018

Ashwin Prasad
303 Stoney Creek Road
Kingsgrove, NSW, 2208
DELIVERED BY EMAIL: ashwinprasad39@gmail.com

Dear Ashwin

RE: Request to attend disciplinary meeting

The purpose of this letter is to formally advise you that allegations of poor workplace performance and misconduct have recently been brought to our attention.

It has been alleged that on or around 14 December 2018, you conducted pre-delivery repairs on a Ford Ranger at our pre-delivery inspection centre at Smithfield. In the process, you fitted incorrect parts to a vehicle which caused the vehicle damage. Additionally, it is also alleged that you did not notify your manager of using incorrect parts which is a breach of procedure.

If proven, this misconduct may result in a written warning, a final written warning or 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 disciplinary meeting which has been specifically convened to provide a suitable opportunity for you to respond to these allegations.

This disciplinary meeting is to be conducted at 3.00 pm on Thursday 20 December at a location at Smithfield, to be announced on the day.

You 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.

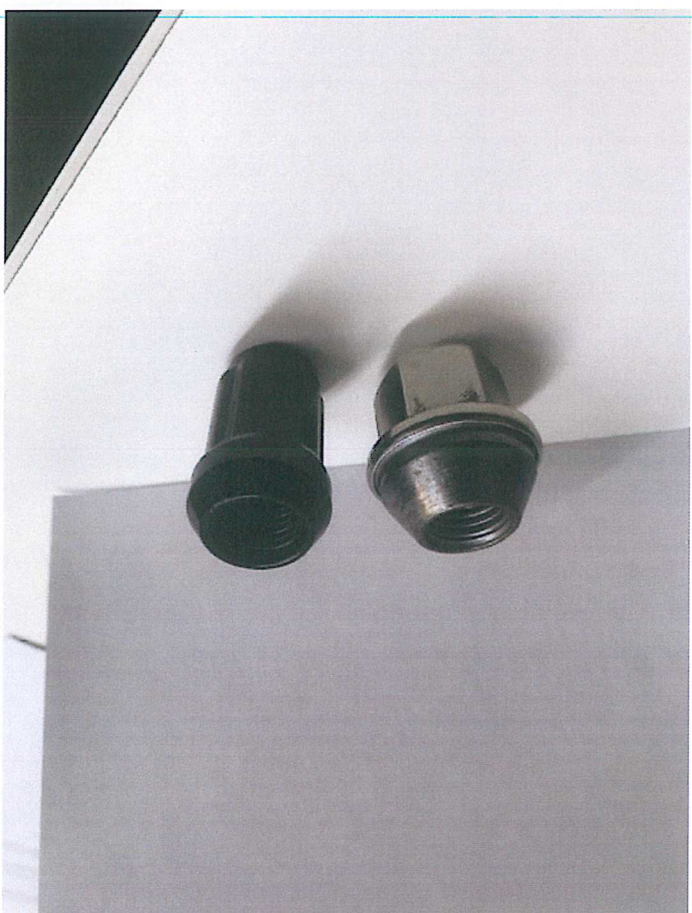
All matters and information relating to this allegation are confidential and you are directed not to discuss them with any other person without my express prior consent. Any failure by you to maintain confidentiality may lead to disciplinary action.

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

Yours sincerely



David Berlusconi
Human Resources Manager



Australian Automotive Group – Incident Report Form

Date of Incident: 14th December 2018.

Location: Windsor Road Baulkham Hills.

Time: Incident reported to Power Ford Castle Hill by owner of the Ford Ranger at approximately 1pm 14th December 2018.

Incident: Passenger side rear wheel fell off whilst driving and driver's side rear wheel was loose.

Preparation of vehicle: New vehicle was prepared at Percival Road Smithfield. Part of the preparation was to replace the genuine rims and tyres with non-genuine bigger rims and tyres.

Discussion started at 3pm with Ashwin Prasad, Shane Capdor and Rob Pappalardo at 59 Percival Road Smithfield. This discussion took place to identify how the passenger side rear wheel fell off and how the driver's side rear wheel became loose. A photo of the damaged vehicle was shown to both Shane Capdor and Ashwin Prasad. The photo shows the N/S/R wheel missing and the vehicle on the side of the road resting on the drum brake.

Rob Pappalardo: Manager

Shane Capdor: Advisor/Controller


Ashwin Prasad: Accessory fitter


Ashwin Prasad fitted non-genuine 20 inch Hussla Ambush (20x9 rims) with 285/50R20 116h TER GRIP tyres to stock number SYQN. This was recorded on repair order number F8825. It is also advised the rims and tyres were supplied by OZZY Tyres at Padstow. Ashwin has performed this type of duty before and is familiar with the requirements to fitting the non-genuine rims and tyres. As part of the fitting process, Ashwin advised he tightened all the wheel nuts with an impact air rattle gun. He also advised he manually tightens all wheel nuts with a breaker bar and socket. Ashwin is 100% confident he tightened the wheel nuts with his air tool as well as manually. Ashwin also commented the non-genuine rims were non-compliant to the vehicle. After tightening all the wheel nuts Ashwin took the vehicle for a test drive to ensure the monitoring sensors were calibrated. The test drive was from the workshop to the end of Woodpark road (approx. 5km), the wheel nuts were not rechecked for tightness after the test drive. Ashwin did advise that he re-used the genuine wheel nuts as the non-genuine rim supplier (Ozzy Tyres) did not supply any new matching wheel nuts. This information was not advised to Shane Capdor or to myself. Ashwin took upon himself to re-use the genuine wheel nuts without advising anyone. Ashwin did say that he has fitted these types of rims and tyres before and has not experienced this problem with other vehicles. He also said that matching non-genuine wheel nuts have always been supplied with the rims.

Ashwin fitted the equivalent rims and tyres to a second vehicle (Ford Ranger) today (stock number SYQ8). Shane was asked if the second vehicle was still on site and if it was Shane was asked to ground the vehicle until the wheel nuts tension was inspected. Ashwin was

asked if he was rushed or pulled away from the tyre fitment, Ashwin said he was not. Ashwin was asked this question several times.

It was approximately 3.15pm 14.12.2018 and whilst having this discussion with both Ashwin Prasad and Shane Capdor, Ashwin asked if we could finish the discussion as he had a doctor's appointment to attend. Ashwin asked if we could continue the conversation on Monday morning. Ashwin was advised the conversation would last a further 5 minutes and then he could go. The discussion between Ashwin, Shane and Rob Pappalardo ended at 3.20pm 14.12.2018. At this time Ashwin left the premises. Shane Capdor locked the 2nd Ford Ranger (SYQ8) that Ashwin fitted the rims and tyres. The rear wheel nuts were inspected and were loose. The vehicle remain in the workshop for further checking.

Rob Pappalardo:  Date: 17-12-2018 Time: 7.10Am

Shane Capdor:  Date: 17/12/2018 Time: 7.10AM

Ashwin Prasad:  Date: 17/12/18 Time: 7.10am