

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.

