

## David Berlusconi

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**From:** Hazel Lau  
**Sent:** Wednesday, 12 September 2018 2:59 PM  
**To:** David Berlusconi  
**Subject:** RE: file note

Hi David,

Thanks.

Regards,

**Hazel Lau**  
Assistant Accountant  
Australian Automotive Group  
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**From:** David Berlusconi  
**Sent:** Wednesday, 12 September 2018 2:56 PM  
**To:** Hazel Lau  
**Subject:** RE: file note

Hi Hazel,

Just an update on the issue we spoke about below. I discussed your concerns with Omar last Friday and he seemed to have understood the issues. On Monday morning while I was at City Ford Rockdale, I spoke to Omar again and he in turn mentioned he briefly sat with John, and told him he needed to stop that type of conduct. He also told John I was to meet with him tomorrow when I am in Alexandria where I plan to discuss these issues with him at some stage .

I will give you a further update towards the end of the day tomorrow after speaking to him.

Regards.

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**From:** Hazel Lau  
**Sent:** Friday, 7 September 2018 2:51 PM  
**To:** David Berlusconi  
**Subject:** RE: file note

Hi David,

Yes, it's all good.

Thanks.

Regards,

**Hazel Lau**  
Assistant Accountant  
Australian Automotive Group  
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**From:** David Berlusconi  
**Sent:** Friday, 7 September 2018 2:06 PM  
**To:** Hazel Lau  
**Subject:** FW: file note

Hi Hazel,

Below are the notes I took during our discussions. I have modified some words slightly to give it context. Please let me know if this is incorrect or out of context. I will chat to Omar later today regarding this and then later to John next Thursday when I am back in the office.

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Late June or early July when I came back from my maternity leave, John and Ray started making jokes about which made me feel uncomfortable. Specifically, every time I walked near them they whisper things like "*shhhh Samantha is coming*". I thought at the time it was uncalled for and mentioned it to Samantha and she told me to ignore it and she would speak to Omar.

At around that time, I also felt I was being ignored. I used to say good morning to everyone in the office when I walked in but John always ignored me. Towards the end of June I approached John at around that time and asked him if he was upset with me because he was constantly ignoring me and he said no. But he did mention that there was an incident where Samantha had told Wes that there was some friction between F&I and the accounts department. This in turn led to Wes approaching John and asking him what the problem was. I think they were upset with Samantha for complaining about Wes department and are taking it out on me.

About 2-3 weeks before the move to Alexandria, I spoke to Samantha and told her I wanted to learn other roles and get more experience in the business. She thought this was a good idea and asked me if I wanted to do end of month stuff to which I said yes. Samantha said she would speak to John and Omar to see if this could be a regular thing each month and this would be a good way for me to learn other areas.

After a week, John asked me if I wanted to move to his department. I did mention that Samantha was getting approval for me to do month end and John said no, it's all or nothing. I would have to either move to his department completely or not help out with month end. I told John again I wanted to learn more in the departments but told him it's Samantha's decision.

From what I understand, John messaged Omar after saying I wanted to move to the department or something like that. I am not sure exactly what was in the email. But at the end of the day I called Samantha and told her that John said I would have to move to his department if I wanted to continue doing end of months stuff. Samantha said it was not his call and he should not have asked me to move departments because this was undecided at that point in time.

The next day (Friday), John approached me and upset asking why I contacted Samantha about the move. He said he didn't want to talk to me again. Towards the end of the day I apologised for speaking to Samantha and said I didn't know I wasn't supposed to. John said to go to Omar and speak to him regarding what I wanted which I did. I said to Omar I wanted to get experience in month end. Omar said no, we need a fuller timer or something like that.

The last Friday in Zetland everyone went to lunch for a department yum cha. When John got back he walked up to me and said we all went to yum cha lunch except for you. I found this rude and uncalled for.

The following week at Alexandria, Jun was talking to me at our desks and John walked up and said to Jun not to talk to me. After work we left for the train station and John was downstairs smoking and again, John said the same thing again. Jun laughed and said he was probably just joking and if it was this alone, I would agree however I took offence because this is just a constant thing. I didn't believe he was joking but just being not nice.

During August was doing work and asked him about fleet claims. I needed information on how to allocate expenses and said he could not tell me until he got Omar's approval. This was because I might tell Samantha the info. Again this withholding information from me that I need to do my job.

Most of time since then, John will ignore me and say's hello to everyone in the morning by name. The same thing happens when he leaves for the day. A few times over the last few week along Jun and I were having lunch in the kitchen when he walked in saying hello. I say hi back and he starts talking to Jun only and ignore me.

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Regards.

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**From:** David Berlusconi  
**Sent:** Friday, 7 September 2018 11:54 AM  
**To:** David Berlusconi  
**Subject:** file note

Late June or early July when coming back from maternity leave John and Ray started making fun of me. They would whisper things like "shhhh Samantha is coming" when I would walk towards them because I reported to Samantha and not them. I told Samantha all the time. At the time I tried to ignore it. Samantha said not to worry about it and just ignore them. She said she would talk TO Omar.

After that every morning I said hello to everyone in the office including him and he always ignored me and said nothing.

Towards the end of June I approached John at the time and asked if he was upset with me because he was constantly ignoring me and he said no. But did mention that there was an incident between Wes and Samantha and him regarding performance in the department.

I recalled Samantha once told me that F&I and John's team had friction because of work performance. I think Wes approached John Spano and asked him what his problem is. There was a discussions and John said Samantha had brought up issues with Wes department. I think they were upset with Samantha for complaining about Wes department and are taking it out on me.

I thought everything was afte this discussion and we started talking again.

About 2 week before the move to Alexandria on the Thursday, John approached me and asked if I wanted to move to his department. The week prior Samantha has asked me to help him with month end (each month) so I was doing work that with him to help city ford. Samantha said she would chat to Omar and John Austin for approval before this would happen and I said yes that is ok.

I told John Samantha was getting approval for me to do month end help only because Samantha also told me she was happy for me to get more experience in other departments,. John said no, it's all or nothing. You have to move to his department completely or not help with month end. I told John you wanted to learn more in the departments but told him it's Samantha's decision.

After that john messaged Omar the same day saying I wanted to move to the department or something like that. I am not sure exactly what was in the email.

At the end of the day, I called Samantha and told her that John asked you to stay permanently in his department and he said it was all or nothing. I told Samantha I only wanted to month end to learn more and Samantha said it was not his call and he should have asked you to work full time. Because this was undecided at that point in time.

The next day (Friday) he said to me why did I tell Samantha about the move. He got upset with me because I spoke to Samantha. He said I don't want to talk to you again. Towards the end of the day I apologised for speaking to Samantha and said I didn't know I wasn't supposed to. John said to go to Omar and tell him what I wanted. Which I did. I said to Omar I wanted to get experience in month end. Omar said no, we need a fuller timer or something like that.

The last Friday in Zetland everyone went to lunch for a department yum cha lunch. John when he came back from lunch approached me and said we all went to yum cha lunch except for you.

The first week we moved here to Alexandria Jun was talking to me and John told Jun in front of me not to talk to Hazel. After work we left for the train station and John was downstairs smoking and John said the same thing again. Jun was not sure if he was joking. But I took offence.

Since the move to Alexandria during August was doing work and asked him about fleet claims. He mentioned something about how to allocate expenses and said he would need to get permission on how something was allocated because I might tell Samantha.

Most of time since then, John will ignore when I say hello to everyone in the mornings.

After he came back from being sick (a week ago) he say's hello to everyone by name but ignores me. The same thing happens when he leaves for the day.

A few times over the last few weeks, jun and I have lunch in the kitchen, he says hello and when we both reply, and say hi back, he simply ignores me and continues talking to Jun only.

Regards.

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