

## David Berlusconi

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**From:** Les Elias  
**Sent:** Wednesday, 5 September 2018 10:22 AM  
**To:** John Austin  
**Cc:** Matthew Davis; Michael Clements; David Berlusconi  
**Subject:** RE: Sales Commission - Summary Ryde

John,

Feel free to pick up the phone and have a discussion instead of blasting out emails that are difficult to feel the tone of.

I have requested a commission plan for Dean be drafted and prepared for some time now. I have communicated this to Matthew as per your email, some weeks back. He is busy and it has been over looked. We will finalise Dean's today.

The \$2,000 guarantee is for 3 months and not 6. There is a commission plan for David that is signed and it was Deans responsibility to send across which he hadn't. I believe it has been done now.

I can reassure you that I do NOT have a blasé' attitude. If you feel that you can control the revolving door my chair is yours, feel free to show me how it's done.

You obviously don't understand the level of commitment I give to this business, thank you for letting me know.

Next time refrain from using this type of dialogue when trying to describe my talent.

I find your email offensive and disrespectful.



**Les Elias**

Dealer Principal | Ryde Hyundai

Service has MOVED - [4 Hope Street, Melrose Park](#)

691 Victoria Rd, Ryde NSW 2112

Phone | 02 9850 1288



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**From:** John Austin  
**Sent:** Wednesday, 5 September 2018 10:05 AM  
**To:** Les Elias  
**Cc:** Matthew Davis; Michael Clements  
**Subject:** FW: Sales Commission - Summary Ryde

Les,

The chaos around David and Dean's commission structures and employment contracts seem to be symptomatic of what is going on at Ryde, and unfortunately is not the first time we seem to have a blasé attitude towards the legally binding documents that need to be in place when an employee starts working for us.

For payroll to get a message saying, "that we forgot to put the \$2,000 6 month guarantee" on someone's contract just shows the complete disregard we seem to have to the compliance documents. It should actually go on the commission structure document....if only we had one for him.

Can you please show some leadership and demonstrate more care in getting these completed correctly before an employee starts with us. It just might help us to not have "disposable" sales staff.

Regards

John Austin  
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**From:** John Austin  
**Sent:** Wednesday, 5 September 2018 8:43 AM  
**To:** Matthew Davis  
**Subject:** RE: Sales Commission - Summary Ryde

He feels or he knows????

Where is the Head Office prepared (individual not generic) signed commission structure for someone already working in our business.

How long has Dean been the Hyundai Sales Manager? Working on a commission structure now??

No wonder Ryde is a revolving door with this type of commitment to the staff.

Regards

John Austin

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**From:** Matthew Davis  
**Sent:** Wednesday, 5 September 2018 8:34 AM  
**To:** John Austin  
**Subject:** RE: Sales Commission - Summary Ryde

Hi John,

Just had a chat with Les. He feels David (not Daniel) Kiernan is on a guarantee 3 months of \$2,000....

Working on something for Dean today

Cheers,

Matthew

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**From:** John Austin  
**Sent:** Tuesday, 4 September 2018 8:34 PM  
**To:** Matthew Davis  
**Subject:** Sales Commission - Summary Ryde

- Am I paying Dean as a Salesman? – not that I have a Managers commission structure for him.
- I imagine we wont be paying Kim, but I calculated it anyway
- Daniel Kiernan is a mystery, not that I think we are missing much not accruing for him.

Can you let Les know that I wont be paying any commissions anymore unless I have a signed structure. I think there are a few missing.

Regards

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