

Michael Thomas Harbuck
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(407)-408-3009
xxx-xx-1274 : Claimant ID: 1107397

11/18/2019

North Carolina Department of Commerce
Division of Employment Security
Unemployment Insurance

Dear Sir or Madame,

**Statement/Rebuttal Regarding Boyd Honda/Crossroads Group Dicipinary Document
dated October 15, 2019**

After complying with the the company policy to be drug tested after an accident, I was driven to a third party testing center and gave my sample.

Later now I understand, and was led to believe that because it was an accident that the insurance required the drug test so that they would be paid for the trivial repair, even after I had offered to pay for the damage. I was the victim of a ruse on two accounts.

While speaking with Ms. Anna Boyd and being advised that I was being terminated due to negligence I was never read this statement in this diciplinary documnt, nor were its contents ever explained to me to include that Boyd Honda was accusing me of a deliberate act. I was carefully and hastily coerced back into the office after completion of the firing and told that I needed to sign a piece of paper stating what she had told me I was fired. NEVER would I have signed this document EVER.

Sincerely,

Mr. Michael Thomas Harbuck





**CROSSROADS AUTOMOTIVE GROUP, INC
DISCIPLINE AND DISCHARGE DOCUMENTATION FORM**

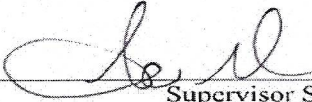
COPY

Date: October 15, 2019	Location: BBA	
Name of Employee: Michael Harbuck		
Employee Job Title: Hourly Tech		
Name of Supervisor: Kirk Slaughter		
Type of Notice:	<input type="checkbox"/> Consultation	<input type="checkbox"/> Written Warning
		<input checked="" type="checkbox"/> Discharge

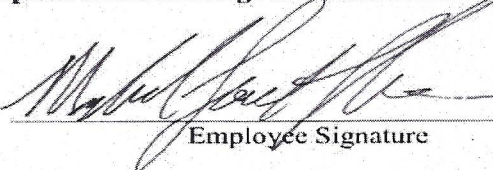
Description of Concerns and/or Incidents (attach additional pages if necessary):
 Michael Harbuck is in violation of Boyd's Policies & Procedures. Specifically, Michael was negligent while riding a Company golf cart. This negligence resulted in him running into a wall of the building. An investigation was conducted and it was determined that Michael's actions were deliberate in nature. This is in violation of Crossroads Code of Conduct, which states "While at work or representing the Company, all employees are expected to use appropriate business decorum...The following activities are contrary to the Company's Code of Conduct: 1) Misuse or destruction of Company property, or the property of any officer, director, employee, agent, vendor or customer of the Company; and 2) Violation of safety rules".

For the foregoing reasons, Michael Harbuck is terminated from Boyd Brothers Automotive effective immediately.

In Cases Other Than Discharge, Corrective Action Expected (attach additional pages if necessary):
 (Use only when employment is continuing.)

<u>10/15/19</u> Date	 Supervisor Signature	<u>Anne Boyd May</u> Print Name
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I have read this Discipline and Discharge Documentation form and have discussed its subject matter with my supervisor.

<u>10/15/19</u> Date	 Employee Signature	<u>Michael T. Harbuck</u> Print Name
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