
From: Steven Kalavity
Sent: 20 September 2013 14:57
To: David Nicholson; Eddy Von Abendorff; john.barnard@pgs.com
Cc: Simon Cather; Per Arild Reksnes; John Greenway; Terje Bjelseth
Subject: KALAVITY - Form of Grievance

Good afternoon,

This afternoon I am attending a meeting scheduled for 3 p.m. (UK time) with David Nicholson, HR Manager EAME, and my immediate supervisor, Eddy Von Abendorff, VP Marine Contract Sales – Africa to respond to a letter regarding my professional performance. I have also invited my co-worker, John Barnard, Contract Sales Supervisor – Africa to attend.

I have prepared my response in the *Form of Grievance* document (attached) to initiate the grievance procedure.

Best regards,
Steven

From: Steven Kalavity
Sent: 18 September 2013 12:46
To: David Nicholson
Cc: Eddy Von Abendorff
Subject: RE: Meeting Friday 20 September

Hi David,

My response is in writing and can be thoughtfully considered prior to a meeting.

Perhaps had I known before today, I would be in a better position to change plans (again).

I am also trying to focus on aspects of work that I wanted completed before tomorrow.

Best regards,
Steven

From: David Nicholson
Sent: 18 September 2013 12:38
To: Steven Kalavity
Cc: John Barnard; Eddy Von Abendorff
Subject: RE: Meeting Friday 20 September

Steven...

I would agree with you that the delay in the holding of our meeting is not ideal. Our original intention was that we have the meeting on Wednesday 11 September so I would have thought that your responses to our points in the letter of 24 July are prepared.

In addition, we don't need a written reply to our letter – although this is your choice – what we need is discussion and to hear you put your points.

There is an additional complication and that is that you are on leave tomorrow; the department has some time line imperatives to meet by mid next week and Eddy may have to attend an important meeting on Friday off site which we don't know whether it will be in the morning or the afternoon, or, both.

On top of this, I am in Oslo from Monday morning until next Thursday afternoon and John is in South Africa.

I would therefore urge you to consider a meeting this afternoon commencing at 15.30 so that you may make response to our letter of 24 July.

Regards

David Nicholson
HR Manager
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From: Steven Kalavity
Sent: 18 September 2013 08:34
To: David Nicholson; John Barnard
Cc: Eddy Von Abendorff
Subject: RE: Meeting Friday 20 September

Hi David,

This meeting has been postponed many times. This in of itself is an issue of concern to me.

I will be submitting my response 20-September, as scheduled. We can have subsequent discussions as to its contents and issues highlighted.

*Best regards,
Steven*