

Dear Fearless Leaders,

While it has been a uniquely different experience working at Custom Fabrications, unfortunately I have accepted a position that will probably put me on your combined wages. Isn't that great? I bet you're thrilled for me!

**This means I must joyfully give you my 2 weeks notice effective immediately.**

It has been an absolute pleasure to work with Leon, Matt and Reece and I wish them all the best in their future jobs. Don't worry guys, I'm sure you'll find something too. I heard the Big Issue are setting on if that helps? Or maybe another bail out from mummy?

I was still hoping, Dan, we could have maybe done some kind of mediation with a neutral third party, it would have been hilarious. Me and the boys would have had such a laugh about it when you weren't there. I'll miss working with them. They are now the only thing holding your business together after all, like a sticky plaster over a ripped femoral artery.

I can't say much here which I haven't already said to your face or in grievances, **Dan**, so I'll keep this brief and just give you some advice.

- Always doubt yourself, you don't have a clue what you're doing.
- When you see people side eye you after you've told one of your stories, they're thinking "what a crock of shit". Trust me on that.
- Your lack of repeat custom is directly correlated to your personality.
- People see through your lies. It's why they leave and fall out with you.
- I can't think of a single person or customer that hasn't slagged you off behind your back. You have acquaintances you see rarely, not friends.
- You are going to kill somebody with your shit working practices. Listen to the people around you, it's why you hired us.
- The sooner you admit to yourself that you're a compulsive liar, the sooner you can try to heal. Acceptance is the first step on the road to change.
- All your bullshit is now on paper with HR and the Union, I might be gone but your lies and shattered ego will be on record, in your own business, forever... Which I think is utterly hilarious.
- Your desperate need to be liked is cringe-worthy and pathetic. This fake Christmas eve energy you try to smother the workshop in because you know you've lost all respect, even from a 17 year old.

I can almost hear the pleading in your mind, as you beg for any kind of validation you can get from anyone. I used to pity you, but my anger at your constant lies outweighed the pity so we ended up here.

- You'll make more friends being honest than blowing smoke up people's arses, whatever bargain bin, self help book you read to form your entire personality was wrong.
- If you have to lie, stick to stories that don't involve wages or sick pay or things that impact peoples fucking lives, it's selfish.

I understand you can't help lying, and I see you try to correct it sometimes and go back on it before you're found out. I get you are struggling to admit to yourself that you are like that, but when you do it about things that really matter people get fucked off with it and end up not liking you, which hurts your fragile little feelings. It's a vicious cycle. Try to break it, for everyone's sake.

My advice to you **Pin** is as follows:

- If all this bullshit that has come out with Dan isn't making you look at him in a new light, then you're even more pathetic and desperate than I thought.
- Your mum fronted the money for him to start this utter clusterfuck of a business, she bails you both out left and right with jobs that you could pick up for 60 quid on Amazon. Is that not embarrassing at your age?
- Custom Fabrications is going down like the Titanic. As it snaps in half and starts to plunge below the waves, customers and staff falling into metaphorical pipes and chimney stacks on the way down, do you really think anyone but Dan would end up on the floating door as he casts you asunder into the frozen depths.
- I don't get how you can't see Dan's part in all this. I get you like to be at home in the week, drinking gin till the early afternoon when you traipse in reeking of it (at least you have the sense to not leave your empty cans in the works van anymore, ay?) but you must see that all the issues that have cropped up with me, must have cropped up with other staff before me in the past? They are happening still with the staff you have left.  
Just because Matt is quiet you think he's not seeing right through it all? If he leaves, you're fucked. Leon's already at his wits end, and he holds it together way better than me. He holds together what little moral is left in the workshop, and in his statement he said as much of 90 percent of what I said is true. If he leaves you're fucked. In my opinion, in both these cases, it's not if, but when.
- Is Dan seriously what you want in a partner? A compulsive liar who passes the blame on to anyone he can to protect his fragile ego? If so, then you're obviously no better than he is. How you both run this business isn't sustainable. You will never hold on to good staff. Just pack it in and sell vulgar lilos, that is already at the limit of what you're both capable of.
- Somebody will get hurt one day, seriously hurt by Dans cowboy attitude. Hillcote house is a prime example. I might make it sound dramatic but that sheet could have killed someone, and all 3 of us warned Dan. Over and over again, to the point the boys just ignored Dan and used fasteners anyway. Should someone die on company business, you might have been able to pass the blame on to staff before, but now all this HR drama with me has happened, there's a huge record of everything, witness statements backing my side of things etc. You can deny it all you like to get me out the door but its there, waiting for you to slip up. So good luck passing that buck in the future and enjoy your manslaughter charges ;-).
- Your ambitions for Custom Fabrications are in ashes, Dan has been running round like a toddler with a flamethrower for 8 years. The business isn't capable of doing those pools, it's a pipe dream, a fantasy. Like tower mill being finished in 4 months was. Open your fucking eyes Pin.

Anyway, I wish both you all the luck for the future, you'll need it.

Kind regards,

Fabian Williams  
Supervisor  
Custom Fabrications

