

As a business owner, I've tried to remain silent while Facebook users bash everyone and think they have all the correct information and answers. Business decisions are NOT for the public...yet Facebook users think they sit on the board and get to have an opinion on internal operations and decisions...SERIOUSLY? I'm sure if your opinions made the decision, Marco would never have come to TNT as you would be too afraid to venture out and NEVER want to offend the current instructors. So many people were resistant to his training style and saw no reason to have him at TNT. Let businesses run themselves...Some decisions will be good ones and others not. You want to manage a business? Open one of your own! Now it's time to tell MY side of the story:

Let's start with the American life of Marco Giavoni. Marco came to TNT from Italy, a few times, offering seminars. After attending a few seminars with him and having been struggling with the reality that I may have to close TNT, (financially it was going under FAST), I watched how he and Chiara trained dogs, and how they actually were able to change how a dog viewed agility and connected and had fun. They both had a great eye and could teach people how to connect with their dog. To this very day I strongly believe that! I was able to compete better with my boxers and we were qualifying and having fun. I discussed at length with Marco the possibility of coming to America and working at TNT. He said he was not happy with his life and work in Italy and it was an impossible future for him. He would love to come! We came up with a contract and after many, many governmental refusals and immigrations attorneys and about a year of struggling; he was able to come on a 5 year special visa. All of which I personally paid and let me tell you it ended up being horribly expensive. The governmental contract stated that I had to provide him with a guaranteed salaried job, single residence home and a one of my owned vehicles for use.

Just prior to his arrival, Marco married Chiara so she could come over with him. When they arrived with their 9 dogs, I rented a very large cargo van in New York where they landed and they drove their belongings and dogs to Michigan. Upon arrival, I housed them at my cottage and the 3 of us set out to find them a suitable residence near Midland. We went to many houses and found, "the perfect place". As soon as possible, they moved into a GORGEOUS log cabin home on 80 acres with a separate building for his dogs. I then furnished the entire home with their choice of furniture and household items. I paid to have indoor/outdoor kennels built and a big fenced in yard for his dogs to exercise. There were trails on this secluded property so they could run their dogs and walk in the woods. I let them have one of my family's ATVs at their house so they could ride the trails and enjoy. I bought a brush hog so they could groom their trails and have a nice place to walk.

We began having meetings and discussions on how to change the training program at TNT and how to achieve the result of having more people training and trialing. I had a goal of 50 new exhibitors at the end of the 5 years...which was exceeded. We closed TNT for a couple of weeks off and on to train and retrain our current instructors on this new style of agility, rearranged classes and moved students to new levels. (For your laughter: I was the first one to be kicked out of classes...I cried...but they said they would teach me privately...LOL). I was made aware that some of the former instructors were NOT following Marcos new training program...HE was the person that decided that they needed to be let go. As a matter of fact, I believe that he fired some or was with me when I fired them at his request! ...Having hired him to change our program...I was obligated to follow his recommendations (Business decision).

Training and trialing began and eventually with increased attendance at our trials, we were actually financially able to stay open. But then troubles began.....Marco and Chiara began having marital problems. I tried to be fair to both of them and listen and understand. One night Chiara showed up at my door and said she left him and asked if she could stay with me for the night. MANY, MANY struggles arose and we all weathered the divorcing storm. Naysayers and gossip ran rampant. Marco stayed at the log cabin and Chiara moved closer to Midland. They each taught classes, Mon-Wed about 4 or so hours an evening. Some Thursday evenings, if we didn't have a trial occurring. They attended trials, coached their students and helped where needed.

It's time to update: Not only did I provide a residence for both of them, I paid for each of their utilities, cable tv, cell phones, vehicles, the insurance and upkeep (new tires, various repairs/maintenance. Marco hit multiple deer and I paid repairs EVERY single time...he even totaled their vehicle in one of the car/deer accidents...I purchased another vehicle for them.) I paid for health insurance and their copays when insurance didn't cover their bills. I paid for all their entry

fees for trials at TNT and I paid for multiple trials elsewhere...as I wanted them to have experiences at different facilities and venues. I paid for one of Marcos EO competitions...flights, hotels, meals Etc. I included them at my personal family gatherings..as I knew they had no family in America. Christmas, Easter, Thanksgivings, Birthdays! Basically the only expenses they incurred were gas, groceries, entertainment.

At year 2+ we were warned by the immigration attorneys that if they wanted to remain in America, we needed to start working on obtaining a green card for each of them. Well to put it simply...it was a total Fiasco...Covid hit, green cards were unheard of during these times and many, many \$\$\$\$ later, governmental refusals and refiling fees, at the end of the Covid lockdown, we were able to obtain green cards. Now, no matter what happens to or at TNT, Marco and Chiara have a permanent way to stay in America, no longer being here on a limited 5 year visa. OH, did I tell you I paid for it ALL!!!! He did not post that??

Things were actually going well and everyone was getting along and the gossip subsided! WOW! Well...that was shortened. Marco began dating a student (Chiara's former BEST friend), who took advantage of the Post Covid home selling opportunities and sold her home. I found out from an exhibitor at a trial, that his girlfriend had moved in permanently with him in my home. HMMMM.... That really didn't sit well with me. I'm so sorry, but I will NOT provide a free home, utilities, and cable for anyone else (especially a dentist)...Call me a B..ch! I asked for rent...Marco went off! I guess because he said "he didn't want to live alone", I get to pay for the flavor of the month! At one point in one of our nasty conversations, I told him that NO one in America gets to live off another person for free. I told him that if he ever moved out he would be expected to help pay for part of the bills. I told him that I would probably give him a little extra to help him pay. I had my attorney draw up a rental agreement and gave it to her. Shortly thereafter, she bought a new home, (about 700K) for the two of them to live. I have no idea what transpired or what their agreement was...but Marco came to me asking for rent money to pay. I agreed to give him \$500 a month extra and an increase in wages to assist (no additional work from him required). I was also left with his log cabin home to continue to pay for or sell.

Personal note: Who would buy a 700K home for 2 single people (one of whom is a DOG trainer) to live??? OOPS... Sorry, not my business.

From there...Marco and my relationship fell apart. I guess he expected me to compensate him for their choice in mansions...still driving my car, cell phone, insurance, trials etc, all still paid for. At this time, the 5 year visa expired, February 2022. Marco wanted to renegotiate. I contacted my attorney...I no longer had to provide a GUARANTEED existence or contract to work. Michigan is an "at will" state. My attorney and I drew up a list of requirements to continue employment. I gave it to Marco and he tried to negotiate out of the requirements... (The most hurtful was that I have 2 new 1 y/o pups that I requested UP to 2 hours per week of private lessons...and he said no...Really?? That's straight up being ungrateful!). His agreement required that he hold 3 – one hour classes per day for up to 4 days per week (remember...many Thursdays would be off because of trials) with a min of 4-5 students and one additional hour on Wednesdays. 6 Seminars per year held at TNT we would split the revenues 50/50. All other seminars he could make 100% of the income. He could also schedule his own private lessons at TNT, as many as he wanted and split 50/50. Of course, he had unlimited access to TNT to train his own dogs. He did have an additional obligation to maintain the turf, by driving a golf cart around with various attachments. All trials he could run his personal dog/s for free provided that he helps out at the trial. If he chose to sit and relax with his friends/relations...he had to pay for his entries. Help me here....Is that unreasonable? He IS the head coach at TNT and his students and boss expect that he help and interact at our events....and he only works 12-15 hours per week. Oh...I also insisted that he show up for classes ON TIME! (Unreasonable?) Even at my class he would walk in up to 10+ minutes late...people complained to me A LOT! He showed up for some of his private lessons with no equipment on the floor (or novice jumpers from the trial), the student had to help move equipment and set the course and he was LATE! (Who does this??) Many more events occurred...but lets make this shorter. Of course he was mad..and instead of talking thru this....I receive a text of all the days that he will NOT be teaching his classes from the above requirements. Some of which he was competing elsewhere, some on vacation, and some of which he was holding a seminar elsewhere (where he makes 100% of the money). The final straw for this employer was when he sent that TEXT to the students before we had a chance to discuss it! His students were very upset as there were SO many dates that he was gone...and began calling, emailing and texting me. I needed to

figure this out. Remember...this IS his job! Then within days, he cancelled one of his upcoming seminars that was scheduled...STUPID reasons...lack of interest/covid/injuries...he IS Marco Giavoni...he CAN fill a seminar in a minute! I gave him 3 dates to offer a replacement seminar and his response....NO he is BUSY! DUDE...this IS/WAS your job... Does an employer have to keep ANY employee after many, many attempts to negotiate and work things out? I guess he thought I would never dare to fire him and I would let him walk all over my business and have many students upset/quit from all his shenanigans.

You know...It was actually very hard to cut that tie. I had considered letting him go, previously, but decided to give it another chance. For 5 years I felt responsible for him and tried my damndest to make both he and Chiara, comfortable and accepted in a brand new country. He IS an amazing coach and I love him for helping to change the TNT training program. The green card I worked so hard for, will allow him to have HUGE other opportunities and the possibility of staying in America FOREVER! How can one be so ungrateful...his life here has so many possibilities, opportunities and directions....100% because of TNT and me. But, it IS business and as a matter of fact, he IS an employee and no employee gets to play games at their job, with their boss. So all the #stopthebullying..is a complete LIE...and I guess he was banking on the fact that I personally hate the Facebook bashing and think it's horrible that people cannot be supportive of others. Especially on social media!

Oh, did I mention that after I let him go...August 24th, I told him to keep the car until the end of September, which he currently IS STILL using, giving him plenty of time to find a suitable replacement? AND I did NOT and have NOT cancelled his health insurance or cell phone, which neither were even required to provide. Yet...he was part of the TNT google calendar and TNT thermostat apps and instead of taking himself off the app...he deleted both of the apps and prior to doing so, set the temperature on all the thermostats at TNT to 62. We ALL lost our scheduling, calendars and temp control. I had to spend hours recreating my personal TNT calendar (Note to self: NEVER share that again) and reinstalling the Temp app so we could control the heat and air at TNT. How Childish!

I also want to say that I may NOT be the easiest boss to work for...I have expectations and goals that I want to achieve...but I am also a boss that works AS hard or HARDER than any of my employees...because it IS my sole responsibility to make my businesses succeed! And I probably left out some badness from my side of the story...but this is MY time to let you all know how I perceive the turn of events.

And lastly...I have been faced with a HUGE class scheduling crisis...I am desperately trying to take 2 instructors' classes and condense them into one instructor's classes... Virtually IMPOSSIBLE...I've spent 20+ hours trying to reorganize everyone and realized that some people will just not get into a class...everyone wants Monday thru Wednesday evening and that's a lot of students to place with only one instructor currently teaching that level. I'm NOT bullying or "kicking" anyone out. I HAVE to make some decisions (not popular ones). I was told that Marco IS teaching 2 days at Becks Hill and one day at Highest Hopes and he requested that some of his followers/students train with him at his new locations. I sent 3 (YES 3) of his students an email telling them to train with their own instructor, now that he is offering classes. These students loved him and I am SURE they would prefer to continue with Marco. For that: I'M BULLYING! I have also found out that he is cherry picking ONLY the students he wants to teach...doesn't REALLY care about ALL of his current students...he is limiting his classes and/or private lessons. OH...I'M the bad guy once again!

I know this will come up, so I will tell you about a recent happening. A few months ago, I had lent Marco a tunnel to practice with at his home. I told him, I am not ready to get rid of any of my tunnels as there are some venues that have special tunnelers class and I am trying to get organized for these new events and will need ALL my tunnels. I had some exhibitors/friends over and after I heard on THAT day, that he was teaching at his home using MY equipment, we decided to get my tunnel. We finished dinner and somewhere between 8-9 pm went to his new home to retrieve my tunnel...found his address publicly displayed on his Facebook page. I NEVER said he could teach other classes with my equipment. Evidently, he was gone (I don't keep track of his new schedule...don't do Facebook) and even though his partner, knows my car and the other exhibitors, she stated that she was afraid when someone knocked on her door in the evening. She said she lives on a private road, in a secluded area! She didn't know where my tunnel was...HA HA HA...so we looked in the yard where there was a dog walk and other equipment...didn't see it and left immediately....

Funny that now, at her PRIVATE home, they are teaching multiple classes and many people are there every week...so much for her "secluded private property" statement.

I bet the Facebook naysayers will find fault in everything I have written...go ahead...but IT IS TIME TO TELL MY SIDE OF THE STORY SO BOTH SIDES OF THE TRUTH ARE SPOKEN. Whatever repercussions and bashing come from this honest letter, know that I will NOT respond. I will not and cannot get all involved in a social media platform that is not a good support of humanity.