

From: Earley, Jr., Jimmy E.
To: Adams, Marcia S <Marcia.Adams@SCDMV.net>
Date: 6/10/2005 2:28:14 PM
Subject: FW: Please read

FYI

-----Original Message-----

From: Earley, Jr., Jimmy E.
Sent: Friday, June 10, 2005 11:15 AM
To: Overbay, Walt
Subject: RE: Please read

Walt,

I have been out this week at the AAMVA conference and just received your email. I left you a message at home earlier this AM.

I understand from your email message that you are not comfortable in your position and don't enjoy what you are doing. Walt, I can address these issues with you and I am sure that we can find a solution to these problems. We can even look at other positions within DMV if you are interested in working for the agency.

What I can not excuse or tolerate is a senior manager who simply refuses to show up for work. As far as I can tell, you were not at work any last week and have only reported to work once this week (Tuesday). I have not received any requests for leave from you and you have not returned my repeated calls/messages to your office and cell phones. I am well within my right to terminate you at the end of business today for abandonment of job duties.

I am more than willing to try to work through whatever issues may be troubling you, but I can do it if you do not communicate with me. Please give me a call on my cell phone or in my office (6-9590) immediately. If I do not hear from you today, you will not leave me many options.

Thanks

-----Original Message-----

From: Overbay, Walt
Sent: Monday, June 06, 2005 10:35 AM
To: Earley, Jr., Jimmy E.
Subject: Please read
Importance: High

Jimmy,

I listened to your messages this morning and I realize that I have done a poor job of communicating with you. I could throw out a number of excuses - waiting on a new cell phone, sick in bed, sick kids, all legitimate - but the truth of the matter is that I am struggling tremendously with my job. I don't want anyone to think that I cannot handle the job and I guess I tend to hide my problems because of that.

I feel imprisoned, overwhelmed, overly anxious and not very happy at all. I don't enjoy what I am doing right now. It's certainly not your fault or those around me. If anything, this administration is moving in a very positive direction with wonderful people. I'm not sure what to do. I try to think of ways to make my tasks more enjoyable, try to spin positives on all the situations. Nothing seems to work. It just doesn't seem to be for me. I am at a loss, really. It's a constant struggle keeping a smiling face and positive attitude showing for the people up here. They certainly don't need a negative influence.

I'm afraid as a result of all this, my performance has not been up to expectations. That in itself weighs the most heavily on me.

I don't know if you've been here before, but you have certainly worked under numerous types of conditions. I have not mentioned this to anyone else in our agency - can you help with some guidance or opinion on how I can make this work?

[Walt Overbay](#)

SC Dept. Of Motor Vehicles

Asst. Administrator - HQ Customer Service

Ph. 803 896-5423 (w)

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