

Redacted by HELP Committee

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**From:** Redacted by HELP Committee  
**Sent:** Wednesday, August 27, 2008 3:31 PM  
**To:** Redacted by HELP Committee; Tom Riggs  
**Cc:** Redacted by HELP Committee  
**Subject:** FW:

Can someone please provide Kim with an update on this former employee's claim/situation? Thanks!

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**From:** Kim McWaters  
**Sent:** Wednesday, August 27, 2008 3:29 PM  
**To:** Redacted by HELP Committee  
**Subject:** FW:

Can you follow up on this and see if it was closed out? K

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**From:** Redacted by HELP Committee  
**Sent:** Wednesday, May 14, 2008 7:50 PM  
**To:** Kim McWaters  
**Subject:**

Mrs. McWaters,

I hate to bother you with my personal troubles. But, to be honest, you have impressed me with your own personal interest in not only your company, but your employees as well. I don't really know how to begin except to cut to the chase. I am an instructor at your NTI campus. I teach course 4,5, 26, and NATT2 in addition to being TTL of course 5. I have been with NTI since March of 2006, and as you should be able to tell by the range of courses that I work in, have worked very hard to make my time at NTI into a career...not just a job. Perhaps that is my downfall! I take my job very seriously and as a result feel that my students deserve the very best educational experience that they can receive, considering that they are all paying over \$30,000 for their education at NTI. Obviously, our country's economy is suffering right now, and with layoffs, mortgage foreclosures, and gas prices at an alarming high, the automotive industry is feeling a large part of the pressure. As a result our particular campus has directed its immediate concern towards student retention and completion rates as opposed to overall enrollment, and the value of our product which is not the student themselves, but the education that they receive when they decide to attend NTI. Every day that I come to work, I hear students tell me that they have encountered employers that point blank tell them that they do not hire NTI students because of consistent poor performance. Or, students that are in advanced programs who never learned simple tasks such as performing wheel alignments or resurfacing rotors, much less electrical and drivability diagnostic skills that are supposed to set our schools apart from all of the other schools in this country. Meanwhile we at NTI are being told to pass students who should fail because we are "training entry level technicians who paid for their certificates like everybody else". I am sorry if this offends you, but I was under the impression that our students paid for an education, not just a piece of paper!! I have been told to give students points to pass my courses when they should fail. Every phase the attention is directed to completion rates so much that even the students have started to notice the fact that their NTI degree is losing its value every day!!!!

As I said before, I do not mean to offend you, but I have stood in opposition to the idea of passing every student who walks into my classroom. I feel that to do this only cheapens the value of an NTI degree, and will ultimately destroy the foundation of what was once described by a student as the Harvard of automotive schools. If you were to check my performance as an instructor, you would see consistent excellence in my student evaluations. From the lives I have touched to the satisfaction that my students feel as a result of the things that they have learned in my classes. Because of this, I have stood strong against the idea of just simply giving grades away, much to the dissatisfaction of my superiors! So much so that I feel my current situation demands your attention. I am not the type to declare complete innocence on my part, because no one is truly innocent. In

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February my wife and I had our fourth child, and there were several times that I was a little late for work during doubles, or morning shifts because of difficulty with the new baby, and a lack of sleep that I explained to my E.M. at that time. The problems were corrected, and 2 months later, I finally received a pip for the concerns that had happened in Feb./ early March literally two weeks ago!! This is where things really start to bother me, because working in management at a dealership level before coming to work for your company, I know that the professional thing to do would be to confer with the employee about any problems and try to find a solution. That has not been the case for me! Instead, my education manager completely shut down communication with me. So much so that I asked him at several occasions if anything was wrong, and the reply was always "no everything's fine, why would you ask?" . Eventually the unspoken stress became so obvious that I confronted [REDACTED] last week, and during a meeting on Tuesday of this week was informed that NTI had been performing an investigation and felt that I had been cheating on my time card. I was then told that the situation was under review by the corporate office and Most likely I would be let go, but would not know until a later date. This seemed odd by itself because the campus should make these decisions, and although, I admit there may have been a few clerical errors on my time card, I can swear to you Mrs. Mcwaters, I would never intentionally cheat the school!! Now, I sit in limbo. Literally awaiting a decision that affects my wife and four children!

What am I supposed to do? I sincerely apologize for any indescrapancies that may be present on my time cards. I swear they were not intentional. I have had every intention of NTI being the place I eventually retire from, but now, I know I will never have that chance. I sincerely apologize for any problems I have caused!!! I hope you can look at my past performance and see that I have been a good employee. I really feel that that my opinions on the quality of education my students receive has played a factor in what is happening here. However, I am human, and we all make mistakes. I just wanted you to know my side of the story. There are so other things going on at this campus that often times it is difficult to pay attention to the minor details, and I cannot apologize enough IF my timecards are a little off. I have talked to EM's about my concerns spanning from passing students who should have failed, all the way up to other instructors who have drug problems and who have had sexual relations with students. Apparently I have simply cared too much, and this is the school's way to get rid of me, again I apologize for any trouble I may have caused.

[REDACTED]  
NASCAR TECHNICAL INSTITUTE

My cell phone # is [REDACTED]

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