



Disciplinary Report Form

Employee name: Jessica Armbrust	Hire Date: 11/15/2016	Job title: Production
Department: Production	Shift: 1 st	Supervisor: Bunthy Douk

Offense track: Performance issue Work rule violation, **Work rule violated, if any:**

Type of offense: Absenteeism Tardiness Misuse of property/equipment Using property/equipment for personal use Leaking confidential information Theft or fraud Lying or cheating Falsifying company documents Unsafe behavior Eating in undesignated areas Smoking in undesignated areas Posting items without permission Spreading gossip Using vulgar language Horseplay Indecent behavior Bringing weapon onsite Bringing illegal drugs/alcohol onsite Failing to follow instructions Poor work quality Poor work quantity Refusing to work Sleeping on the job Poor hygiene Poor housekeeping Disregarding dress code Other Disruption in the work place Threatening or creating conflict w/ coworkers

Absenteeism

Incident description: (Describe actions, behavior, or incident; date(s); time(s); place(s); witness(es) and his/her observations; impact(s) of actions, behavior, or incident; employee's responses immediately after the incident and other significant conversations; employee's previous related training or counseling; and other relevant facts.)

Unexcused Absence on 1/19/2019

Completed by: Diana Elton	Date: 1/21/2019
-------------------------------------	---------------------------

(Shaded area to be completed by Human Resources only.)

Progressive step: Oral warning* Suspension (unpaid)
 Written reprimand Release Suspension (paid) *File apart from personnel files and copies thereof

Written Warning for the Attendance Policy

Previous warnings: Type: Offense: Date: Type: Offense: Date:

- 03/13/2018 – Verbal for attendance
- 03/26/2018 – Verbal for attendance
- 03/27/2018 – Verbal for attendance
- 05/30/2018 – Notification for attendance
- 07/07/2018 – Notification for attendance
- 08/29/2018 – Notification for attendance
- 09/17/2018 – Verbal for attendance
- 09/18/2018 – Verbal for attendance
- 09/19/2018 – Verbal for attendance
- 09/20/2018 – Verbal for attendance
- 09/21/2018 – Verbal for attendance
- 09/24/2018 – Verbal for attendance
- 10/05/2018 – Verbal for attendance
- 10/15/2018 – Verbal for attendance
- 10/16/2018 – Verbal for attendance
- 12/31/2018 – Notification for attendance
- 01/02/2019 – Notification for attendance
- 01/03/2019 – Notification for attendance
- 01/04/2019 – Verbal for attendance

Consequence if incident occurs again:

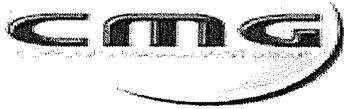
Human Resources Signature(s): Kelsey Sikkink	Date: 01/21/2019
---	-------------------------

Employee statement: I agree with the incident description above. I disagree with the incident description above.
Date report presented to employee:

Employee comments: (Attach sheets if necessary.)

Go 2 months without calling in
sent to Foretn Plant by ****Please sign and return to CMG****

Employee acknowledgement: My signature acknowledges that I have received this report and that it has been discussed with me. I understand that my signature is not an admission of the incident or offense. I understand that I may appeal this report by



Disciplinary Report Form

Employee name: Jessica Armburst	Hire Date: 11/15/2016	Job title: Production
Department: Production	Shift: 1st	Supervisor: Bunthy Douk

Offense track: Performance issue Work rule violation, **Work rule violated, if any:**

Type of offense: Absenteeism Tardiness Misuse of property/equipment Using property/equipment for personal use Leaking confidential information Theft or fraud Lying or cheating Falsifying company documents Unsafe behavior Eating in undesignated areas Smoking in undesignated areas Posting items without permission Spreading gossip Using vulgar language Horseplay Indecent behavior Bringing weapon onsite Bringing illegal drugs/alcohol onsite Failing to follow instructions Poor work quality Poor work quantity Refusing to work Sleeping on the job Poor hygiene Poor housekeeping Disregarding dress code Other Disruption in the work place Threatening or creating conflict w/ coworkers

Absenteeism

Incident description: (Describe actions, behavior, or incident; date(s); time(s); place(s); witness(es) and his/her observations; impact(s) of actions, behavior, or incident; employee's responses immediately after the incident and other significant conversations; employee's previous related training or counseling; and other relevant facts.)

Unexcused Absence on 11/18/2019

Completed by: Diana Elton	Date: 11/19/19
-------------------------------------	--------------------------

(Shaded area to be completed by Human Resources only.)

<p>Progressive step: <input type="checkbox"/> Oral warning* <input type="checkbox"/> Suspension (unpaid) <input checked="" type="checkbox"/> Written reprimand <input type="checkbox"/> Release <input type="checkbox"/> Suspension (paid) *File apart from personnel files and copies thereof</p> <h3>Written Warning for the Attendance Policy</h3>	<p>Previous warnings: Type: Offense: Date: Type: Offense: Date: Type: Offense: Date:</p> <p>6/7/2019 - Notification for attendance 7/1/2019 - Notification for attendance 8/19/2019 - Notification for attendance 9/20/2019 - Verbal for attendance 10/15/2019 - Verbal for attendance 11/18/2019 - Written for attendance</p>
--	---

Consequence if incident occurs again:
Possible Written Warning / Possible Final Warning

Human Resources Signature(s): Kelsey Sikkink	Date: 11/19/2019
---	-------------------------

Employee statement: I agree with the incident description above. I disagree with the incident description above.
Date report presented to employee:

Employee comments: (Attach sheets if necessary.)

Go 2 months without calling in
****Please sign and return to CMG****

Employee acknowledgement: My signature acknowledges that I have received this report and that it has been discussed with me. I understand that my signature is not an admission of the incident or offense. I understand that I may appeal this report by filing a Discipline Complaint Form.

Employee signature: _____ **Date:** _____

Witness signature (if any): _____ **Date:** _____

Signature of person presenting report: _____ **Date:** _____



Disciplinary Report Form

Employee name: Jessica Armbrust	Hire Date: 11/15/2016	Job title: Production
Department: Production	Shift: 1 st	Supervisor: Bunthy Douk

Offense track: Performance issue Work rule violation, **Work rule violated, if any:**

Type of offense: Absenteeism Tardiness Misuse of property/equipment Using property/equipment for personal use Leaking confidential information Theft or fraud Lying or cheating Falsifying company documents Unsafe behavior Eating in undesignated areas Smoking in undesignated areas Posting items without permission Spreading gossip Using vulgar language Horseplay Indecent behavior Bringing weapon onsite Bringing illegal drugs/alcohol onsite Failing to follow instructions Poor work quality Poor work quantity Refusing to work Sleeping on the job Poor hygiene Poor housekeeping Disregarding dress code Other__ Disruption in the work place Threatening or creating conflict w/ coworkers

Absenteeism

Incident description: (Describe actions, behavior, or incident; date(s); time(s); place(s); witness(es) and his/her observations; impact(s) of actions, behavior, or incident; employee's responses immediately after the incident and other significant conversations; employee's previous related training or counseling; and other relevant facts.)

Unexcused Absence on 1/19/2019

Completed by: Diana Elton	Date: 1/21/2019
-------------------------------------	---------------------------

(Shaded area to be completed by Human Resources only.)

<p>Progressive step: <input type="checkbox"/> Oral warning* <input type="checkbox"/> Suspension (unpaid) <input checked="" type="checkbox"/> Written reprimand <input type="checkbox"/> Release <input type="checkbox"/> Suspension (paid) *File apart from personnel files and copies thereof</p>	<p>Previous warnings: Type: Offense: Date: Type: Offense: Date: Type: Offense: Date:</p> <p>03/13/2018 – Verbal for attendance 03/26/2018 – Verbal for attendance 03/27/2018 – Verbal for attendance 05/30/2018 – Notification for attendance 07/07/2018 – Notification for attendance 08/29/2018 – Notification for attendance 09/17/2018 – Verbal for attendance 09/18/2018 – Verbal for attendance 09/19/2018 – Verbal for attendance 09/20/2018 – Verbal for attendance 09/21/2018 – Verbal for attendance 09/24/2018 – Verbal for attendance 10/05/2018 – Verbal for attendance 10/15/2018 – Verbal for attendance 10/16/2018 – Verbal for attendance 12/31/2018 – Notification for attendance 01/02/2019 – Notification for attendance 01/03/2019 – Notification for attendance 01/04/2019 – Verbal for attendance</p>
---	---

Written Warning for the Attendance Policy

Consequence if incident occurs again:

Human Resources Signature(s): Kelsey Sikkink	Date: 01/21/2019
---	-------------------------

Employee statement: I agree with the incident description above. I disagree with the incident description above.
Date report presented to employee:

Employee comments: (Attach sheets if necessary.) *Jessica Armbrust*

Go 2 months without calling in
****Please sign and return to CMG****

Employee acknowledgement: My signature acknowledges that I have received this report and that it has been discussed with me. I understand that my signature is not an admission of the incident or offense. I understand that I may appeal this report by