

Disciplinary Report Form

Employee name: Gary Carpenter	Hire Date: 8/29/2018	Job title: Production
Department: Production	Shift: 1st	Supervisor: Jeff Ramaker

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 10/30/2019

Completed by: Diana Elton	Date: 10/31/2019
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(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

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

Final Warning for the Attendance Policy

10/30/2019 – Final for attendance
10/21/2019 – Written for attendance
9/20/2019 – Final for attendance
9/9/2019 – Written for attendance
7/18/2019 – Written for attendance
6/28/2019 – Verbal for attendance
6/24/2019 – Notification for attendance

Consequence if incident occurs again:
Possible Final Warning / Possible Assignment End

Human Resources Signature(s): Kelsey Sikkink	Date: 10/31/2019
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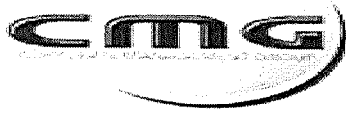
Employee statement: I agree with the incident description above. I disagree with the incident description above.
Date report presented to employee:

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: _____



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Unexcused Absence on 10/21/2019

Completed by: Diana Elton	Date: 10/21/2019
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(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

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

Written Warning for the Attendance Policy

- 2 Notifications for attendance
- 9 Verbal for attendance
- 4 Written for attendance
- 1 Final for attendance

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

Human Resources Signature(s): Kelsey Sikkink	Date: 10/21/2019
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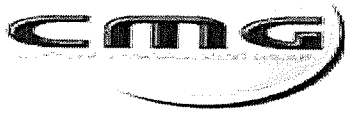
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Employee comments: (Attach sheets if necessary.)

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Please sign and return to CMG**

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Signature of person presenting report: _____	Date: _____



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Unexcused Absence on 9/20/2019

Completed by: Diana Elton	Date: 9/24/2019
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(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

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

Final Warning for the Attendance Policy

9/20/2019 – final for attendance
9/9/2019 – written for attendance
7/18/2019 – written for attendance
6/28/2019 – verbal for attendance
6/24/2019 – notification for attendance

Consequence if incident occurs again:
Possible Final Warning / Possible Assignment End

Human Resources Signature(s): <i>Kelsey Sikkink</i>	Date: 9/24/2019
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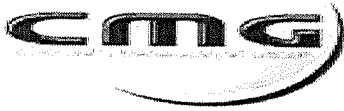
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Unexcused absence on 9/9/2019

Completed by: Diana Elton	Date: 9/10/2019
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(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: Type: Offense: Date:
1/23/19 - Verbal for attendance
2/6/19 - Verbal for attendance
2/15/19 - Verbal for attendance
3/25/19 - Verbal for attendance
4/5/19 - Verbal for attendance
4/10/19 - Verbal for attendance
6/24/19 - Notification for attendance
6/28/19 - Verbal for attendance
7/18/19 - Written for attendance
9/9/19 - Written for attendance

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

Human Resources Signature(s): <i>Kelsey Sikkink</i>	Date: 9/10/2019
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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.)

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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: _____



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Unexcused Absence on 7/18/2019

Completed by: Sierra Peterson	Date: 7/19/2019
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(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: Type: Offense: Date:
 9/17/2018- verbal for attendance
 9/24/2018- written for attendance
 12/6/2018- verbal for attendance
 1/23/2019- verbal for attendance
 2/6/2019- verbal for attendance
 2/15/2019- verbal for attendance
 3/25/2019- verbal for attendance
 4/5/2019- verbal for attendance
 4/10/2019- verbal for attendance
 6/24/2019- notification for attendance
 6/28/2019- verbal for attendance

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

Human Resources Signature(s): Kelsey Sikkink	Date: 7/19/2019
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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: _____

Mailed on 7/19/19