

Disciplinary Report Form

Employee name: Keith Kotero	Hire Date: 5/14/2019	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 8/1/2019

Completed by: Diana Elton	Date: 8/2/2019
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(Shaded area to be completed by Human Resources only.)

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	Previous warnings: Type: Offense: Date: Type: Offense: Date: Type: Offense: Date: 7/13/2019 - Verbal for attendance 7/14/2019 - Verbal for attendance 7/31/2019 - Written for attendance 8/1/2019 - Written for attendance
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Written Warning for the Attendance Policy

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

Human Resources Signature(s): <i>Kelsey Sikkink</i>	Date: 8/2/2019
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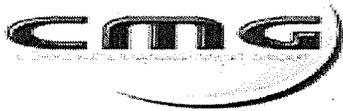
Employee statement: I agree with the incident description above. I disagree with the incident description above.
Date report presented to employee:

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:** _____



Disciplinary Report Form

Employee name: Keith Koter	Hire Date: 5/14/2019	Job title: Production
Department: Production	Shift: 1 st	Supervisor: Jeff Ramaker

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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

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Unexcused absence on 8/3/2019

Completed by: Sierra Peterson	Date: 8/5/2019
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(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>Written warning for the attendance policy</p>	<p>Previous warnings: Type: Offense: Date: Type: Offense: Date: Type: Offense: Date:</p> <p>7/13/2019- Verbal warning for the attendance policy 7/14/2019 - Verbal warning for the attendance policy 7/31/2019- Written warning for the attendance policy 8/1/2019- Written warning for the attendance policy</p>
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Consequence if incident occurs again:
Possible Written Warning / Possible Final Warning

Human Resources Signature(s): <i>Kelsey Sikkink</i>	Date: 8/5/2019
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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.)

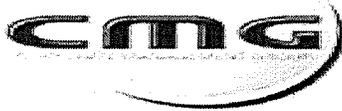
Go 2 months without calling in
****Please sign and return to CMG****

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:** _____



Disciplinary Report Form

Employee name: Keith Kotero	Hire Date: 5/14/2019	Job title: Production
Department: Production	Shift: 1 st	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

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Unexcused Absence on 8/19/19

Completed by: Diana Elton	Date: 8/20/2019
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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

Final Warning for the Attendance Policy

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

- 7/13/2019 - Verbal for attendance
- 7/14/2019 - Verbal for attendance
- 7/31/2019 - Written for attendance
- 8/01/2019 - Written for attendance
- 8/02/2019 - Written for attendance
- 8/19/2019 - Final for attendance

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

Human Resources Signature(s): <i>Kelsey Sikkink</i>	Date: 8/20/2019
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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: _____
Witness signature (if any): _____
Signature of person presenting report: _____

Date: _____
Date: _____
Date: _____



Disciplinary Report Form

Employee name: Keith Kotero	Hire Date: 5/14/2019	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

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Unexcused Absence on 8/30/2019 and 8/31/2019

Completed by: Diana Elton	Date: 9/4/2019
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(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>7/13/2019 – Verbal for Attendance 7/14/2019 – Verbal for Attendance 7/31/2019 – Written for Attendance 8/1/2019 – Written for Attendance 8/2/2019 – Written for Attendance 8/19/2019 – Final for Attendance 8/30/2019 – Final for Attendance 8/31/2019 – Final for Attendance</p>
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Final Warning for the Attendance Policy

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

Human Resources Signature(s): Kelsey Sikkink	Date: 8/4/2019
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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.)

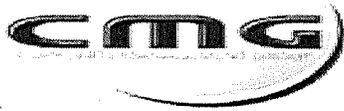
Go 2 months without calling in
****Please sign and return to CMG****

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:** _____



Disciplinary Report Form

Employee name: Keith Kotero	Hire Date: 5/14/19	Job title: Production
Department: Production	Shift: 1 st	Supervisor: Jeff Ramaker

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Unexcused absence on 9/15/19

Completed by: Diana Elton	Date: 9/16/2019
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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

Final Warning for Attendance Policy

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

7/13/19			
7/14/19			
7/31/19			
8/1/19			
8/2/19			
8/19/19			
8/30/19			
8/31/19			
9/7/19			
9/14/19			

Consequence if incident occurs again:
Possible Final Warning / Possible assignment end

Human Resources Signature(s): Kelsey Sikkink	Date: 9/16/19
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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:

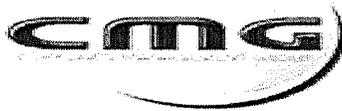
Employee comments: (Attach sheets if necessary.)

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: [Signature]
Witness signature (if any): [Signature]
Signature of person presenting report: [Signature]

Date: 9/16/2019
Date: 9/16/19
Date: _____



Disciplinary Report Form

Employee name: Keith Kotero	Hire Date: 5/14/2019	Job title: Production
Department: Production	Shift: 1st	Supervisor: Jeff

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

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Unexcused Absence on 12/2/2019

Completed by: Diana Elton	Date: 12/4/2019
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(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: _____</p> <p>From 7/13/19 to Date: _____</p> <p>2 Verbal for attendance 4 Written for attendance 5 Final for attendance</p>
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Written Warning for the Attendance Policy

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

Human Resources Signature(s): Kelsey Sikkink	Date: 12/4/2019
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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**

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Employee signature: _____	Date: _____
Witness signature (if any): _____	Date: _____
Signature of person presenting report: _____	Date: _____