

Incident regarding Abang Oman:

On Thursday, January 26, 2017, 2 employees notified the Supervisor- Nick Rausch that Abang Oman's breath smelled of alcohol. She was brought into the office and Pete Wernimont-Production Manager, Nichol Wojcik-HR at Branding Iron and I spoke to her regarding this matter. Alcohol was noted on her breath. At that time, I contacted Rob Hart- HR Manager at ESG to arrange a Drug Test. An appointment was set up at 1:45pm that afternoon and a cab was sent to pick Abang up. The following message was e-mailed to me at 3:28pm that afternoon from Rob:

We received a call from the clinic regarding Abang Oman. She tested at .162 and .159 BAC, twice the legal limit. So we had the cab take her home. She will obviously need to arrange picking up her vehicle once she sobers up.

The policy she signed entitles her to the option to seek treatment on her own instead of being terminated immediately. If she refuses to go to treatment, fails to complete, etc., then she can be terminated. See below from the policy:

Employees - First Positive Test Result - Termination: The Company will not discharge an employee for the first positive test result. Instead the employee will be given the opportunity to participate in an appropriate drug or alcohol counseling or rehabilitation program as determined by a certified chemical use counselor or physician trained in the diagnosis and treatment of chemical dependency chosen by the Company. The employee will be responsible for paying all costs associated with any evaluation and subsequent treatment themselves or pursuant to coverage under an employee benefit plan. An employee who refuses or fails to participate in, cooperate with, or complete the evaluation or recommended treatment may be terminated. An employee who successfully completes treatment may be subject to random follow-up testing for a period of up to two years in accordance with section V.A.5. of this policy.

You do not have to find her treatment options or anything of that nature; that is on her. And she would need to bring back some sort of certification of completion. So, I would recommend giving her a call tomorrow to follow up with her on the matter, advise her of the policy she signed, and ask her if she is willing to seek treatment and go from there.

Please keep me updated and feel free to reach out with questions. Thanks so much!

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Abang was actually dropped off back here at Branding Iron. I brought her to my office and explained the results and the policy to her. I told her what she needed to do to be able to come back to work. I sent a copy of the policy home with her.

If she does not respond or comply, she will be terminated.

Lori Larson- On-Site Representative
CMG