



EMPLOYEE RELEASE OF ASSIGNMENT FORM

Employee Name: **Jeremy Bliss**

Release Date: **September 14, 2021**

Reason for Release: **Insubordination/Refusal to Follow Work Orders**

Explanation for Release: **Due to your refusal to help out in another area on Monday, September 13, 2021, as well as your Insubordinate attitude on Monday, August 9, 2021, you are being permanently released from your assignment at Branding Iron. In both instances, you were asked by your immediate supervisor to perform necessary job tasks and you refused. Based on these incidents, we feel you do not wish to behave with professionalism mandated by company policy. These continued violations are grounds for your immediate release.**

This decision is not reversable.

Is this Employee Eligible for Rehire: Yes No

Employee Signature: Jeremy Bliss Date: 9-14-2021
Manager Signature: _____ Date: _____

Lori Larson

From: Jullian Hurd <JHurd@bih-us.com>
Sent: Monday, August 9, 2021 9:42 PM
To: Lori Larson
Subject: Monday

At 830ish pm I asked Jeremy pick up some boxes and trash by the dimension line he refused and flat out said he was not going to. I asked again thinking he was messing with me but again he refused. At this point I said you can either do it or give me your hat. Which is what he did. He proceeded to call me an asshole as he stomped out.

Jullian Hurd

2nd Shift Production Supervisor

Sauk Rapids, MN.

Phone: 320-406-9268

Jhurd@bih-us.com



Lori Larson

From: Jullian Hurd <JHurd@bih-us.com>
Sent: Monday, September 13, 2021 9:35 PM
To: Lori Larson
Subject: FYI

I asked Jeremy to help out in IQF & initially he did. However I later found him back in grinding I asked him to go back to IQF and he refused.

Jullian Hurd

2nd Shift Production Supervisor

Sauk Rapids, MN.

Phone: 320-406-9268

Jhurd@bih-us.com

