



EMPLOYEE DOCUMENTATION FORM

AWO

S.R.C. - Pipestone, MN U.S.A.

Name Jim Schmoker Schmoker

Date: 6-24-08

RECOGNIZING POSITIVE BEHAVIOR

- Outstanding Job Performance
- Extra Effort in Helping Others
- Exceptional Attention to Safety
- Exceptional Loyalty and Spirit
- Super Cooperation / Flexible Attitude
- Thank you for your contribution
- Went the Extra Mile
- Exceptional Quality
- Other (Explain below)

CORRECTING EMPLOYEE BEHAVIOR

Progressive discipline generally will apply and all disciplinary actions will remain active for a period of one year. If a violation of any four rules of conduct occur within a twelve-month period it will result in employment termination. Disciplinary action may exceed the normal progression and may include termination depending on the severity of the infraction. **Absenteeism** - Absence without notification or excuse, excessive absenteeism/tardiness or extending rest periods will be disciplined separately from other Rules of Conduct.

Verbal Warning Written Warning Suspension (Total Days)
 Termination (Date) Return to Work on (Date)
 (Time)

Attendance Performance Quality of Work Cooperation Safety >>
 Insubordination Behavior Policy Violation Other (Explain below)

Jim did not call in or ask approval for his
absence on 6-23-08
NO call/NO show

SAFETY
Rule Violation
Unreported
Accident
Negligence or
Injured Other(s)
Injury or
Property Damage
Repeat Offender

EMPLOYEE IMPROVEMENT PLAN:

- Improve Attendance/Tardiness
- Re-Train/Review Policy
- Performance / Quality of Work
- Change Shift / Job Assignment
- Transportation / Car Pool
- Improve Cooperation / Attitude
- Improve Home Circumstances
- Seek Employee Assistance
- Other

My agreed "Performance Improvement Plan" is:

1. Notify us of any and all absences and follow all SRC's
2. policy's
3. _____

We agree to work together on the items identified in this Performance Improvement Plan and to make every effort to reach the goals and expectations defined. Should it be determined that my overall performance improvement does not meet expectations, further discipline may be required up to and including employment termination. I have read and received a copy of this documentation.

James Schmoker
 (Signature of Employee)

[Signature]
 (Signature of Manager)

[Signature]
 (Signature of Human Resources)

(Original returns to HR, Copy is given to the Employee)