



Disciplinary Report Form

Employee name: <u>Jason Nemmers</u>	Hire Date: <u>11/8/12</u>	Job title: <u>Warehouse</u>
Department: <u>Production / Hornel</u>	Shift: <u>2nd</u>	Supervisor: <u>Jeff Kamaker</u>

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

X Rude behavior to coworkers
X Use of vulgar language
X Creating conflict with co-workers

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.)

see doc from Kimath Kong & John Kidd.

Completed by: Kelsey Adickert Date: 12/5/13

(Shaded area to be completed by Human Resources only.)

Progressive step: <input type="checkbox"/> Oral warning* <input type="checkbox"/> Suspension (unpaid) <input 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:
<u>assignment end</u>	<u>10/11/13 written (rudeness to co-workers)</u> <u>10/23/13 written (substandard work)</u>

Consequence if incident occurs again: M/A

Human Resources Signature(s): Kelsey Adickert Date: _____

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.)

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: Jason Nemmers Date: 12-5-13
 Witness signature (if any): _____ Date: _____
 Signature of person presenting report: Kelsey Adickert Date: 12-5-13

My statement: John Kidd

Cham must be letting moa suck his dick for extra break time. He's taken an hour/half break, I'm sick of this shit. It's been two hours and my fucking supplies aren't here yet, Kids up in the warehouse bathroom playing w/himself. Jason told me this 11/26/13 I told moa on ~~November~~ december, 1/13.

 12/3/13

My statement: John Kida

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John Kida 12/3/13

My. statement

12-3-13

On Sunday Dec-1. I was helping on line 2
and I was told by John kid That Jason say
all I do at the North warehouse is playing myself
and Marwan is sucking dick everyday And taking
long breaks

Kimath Kang

Kimath Kang