



**Employer
Solutions
Staffing
Group LLC**

Separation Report

Employee Name: Mike Guajardo
Client Company: Reichel Foods Separation Date: 5/19/12

Reason for Separation or Refusal

(Please check one of the following)

Voluntary (Resignation, Job Abandonment, etc.)

Attach Letter of Resignation (if available)

Date employee quit on ____/____/____

Was there full time work for the employee when he/she quit? ____ Yes ____ No

Please give a detailed explanation of the circumstances, including any statements made by the employee at the time of separation. (Complete Explanation of Separation below.)

Involuntary (Layoff, Company Termination, Death, etc.)

Attach Warnings (if available)

Discharged for misconduct connected with work on 5/1/12

Describe what the worker did or failed to do which caused the discharge. Explain the specific act of misconduct; avoid general terms like "absenteeism", "violation of rules"; tell what rule was violated and why, how often absent, etc. (Complete Explanation of Separation below.)

The worker was terminated for unsatisfactory job performance. (Complete Explanation of Separation below.)

Explanation of Separation: (use additional sheets if necessary)

Despite repeated warnings, Mike continued to behave in an unprofessional manner including rudeness, indecent behavior and disrespecting co-workers.

I certify my statements are true and correct.

Supervisor's Signature: Emily Theros Date: 5/19/12