



**Employer  
Solutions  
Staffing  
Group LLC**

## Separation Report

Employee Name: James Helm  
 Client Company: Reichel Foods Separation Date 10/10/18

### 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 10 10 18
- 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)

James failed his drug test  
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 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

I certify my statements are true and correct.

Supervisor's Signature: Emily Thew Date: 10/10/18