



Separation Report

Employee Name: Thomas Mitchell
Client Company: Reichel Foods Separation Date 4/3/13

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 4/2/13
- 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)

Tom's assignment ended due to insubordination; leaving his work station to talk with co-worker, being disruptive despite previous warnings.

Dates of Employment: 7/16/12 to 4/2/13

Starting Position: production

Ending Position: production

Supervisor's Notes: _____

I certify my statements are true and correct.

Supervisor's Signature: Kelsey Adelstein Date: 4.3.13