



Disciplinary Report Form

Employee name: Martu Karmarah	Hire Date: 10/15/2018	Job title: Shipping
Department: Production	Shift: 1 st	Supervisor: Miguel Quintanilla

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

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.)

Martu was a half hour late on Monday, 02/18/2019. Martu keeps disappearing from the line, it was first reported on Friday, 02/15/2019 and Monday, 02/18/2019. No one can find her when she disappears from the line. This Written Warning is to show the importance of coming into work on time, and to stay on her line unless a Supervisor/Lead instructs her otherwise.

Also discussed Absence's that occurred week 02/19 - 02/23

Completed by: Mani Anderson	Date: 02/25/2019
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(Shaded area to be completed by Human Resources only.)

Progressive step: <input type="checkbox"/> Oral warning* <input type="checkbox"/> Suspension (unpaid) <input checked="" 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:
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Consequence if incident occurs again: End of assignment with Supermom's.

Human Resources Signature(s):	Date
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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: <i>Martu Karmarah</i>	Date: 02-25-19
Witness signature (if any):	Date:
Signature of person presenting report: <i>Mani Anderson</i>	Date: 02/25/2019