



Corporate Management Group
1501 W 124th Ave, Suite 500
Westminster, Co 80234
Office – 303-920-1425
Contact Name: Izabeau Ness

Termination of Employment

Name of Employee: Patrick Allen

Last Day Worked: 4/24/26

	Employee Initials	Details of termination
Quit		
Laid Off	<u>XX</u>	<u>Released from position</u>
Assignment Ended		
Failed to Report		
Converted		

If the employee quit was notice provided? Yes ☐ No ☐ If so, when? _____

Final Pay to Include: All has have been paid thru 4/24/26 Eligible for rehire? Yes ☐ or No ☐

The following items have been turned in:

Truck		
Keys		
Tools		
Tablet/Phone		
Supplies		
Uniforms		
Safety Bag		
Other		

Please be advised that final payroll will not be released until all Colorado Lighting, Inc. property has been returned and final paperwork has been processed. Receipt of a fully executed copy is acknowledgement of this termination notice.

Signed: _____
Employee Date

Signed: Amor 4/27/26
Employer Date

Patrick Allen

Patrick seems to be somewhat confrontational when I tried to point out a potential risk. The forklift was close to the back of the truck and he was beginning to load items in. I pointed out the forklift was close and a potential tripping hazard and he got defensive and began to tell me how he had a lot of experience in the warehouse and how it was his place and I didn't need to try to tell him how to do his job. I said "Okay" and left it at that and walked away. It seemed odd to me that a person new to a job would react in this manor seeing that they clearly do not have as much experience here as I did but I shrugged it off.

Chris

4-24-26

Patrick Allen

On 4/24/26 approximately 1:00 I asked Peter to pull a stock order and this time I wanted to help him as the first one he did about a week ago he placed lamps on the bottom of the pallet and heavy ballast on top of the lamps so I wanted to show him how we stack things so that it is easy for the customer to check off the items when delivered and to show how we stack pallets.

He raised his voice and told me that he knew what he was doing and did not need to be micromanaged. He had been doing this for 20+ years. I tried to remind him that I wanted to help him with this one because the one he did previously was done wrong. He went on to say a few more things, but I left the warehouse as I did not want anything else to happen as I was feeling uneasy about the situation.

Liz Obitany

4/24/26