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COLORADO LIGHTING, INC. · 520 EAST PIKES PEAK AVENUE · COLORADO SPRINGS, COLORADO 80906 · 719-328-0177

## Incident Report

Employee Name: Ramier Sellers

Date: October 12, 2018

### Problem:

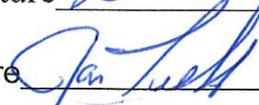
On October 11<sup>th</sup> 2018 I received a phone call from the Aurora Police Department at 12:30 pm stating that Colorado Lighting unit L170 was involved in a hit and run incident. The location was a shopping center parking lot near Mississippi and Abilene in Aurora, Colorado. I immediately phoned Ramier inquiring a description of the incident. He responded to me that he was unsure that he actually made contact with the other vehicle in question. I provided instructions to him that he needed to return to the scene of the accident. He then replied that he has a warrant out for his arrest and that he did not want to return to speak to the officer onsite. I explained to him that not returning was not an option. Ramier did return, the responding officer was no longer onsite, and Ramier did take photos of the damage of the other vehicle and also retrieved the owner's information. Later in the day I received a voicemail from a Mrs. Kirk stating she witnessed the incident. During our conversation I asked Mrs. Kirk if there was any possibility that our driver was not aware that he struck the damage vehicle. She responded that Ramier exited his vehicle, took a picture of the damaged vehicle and then proceeded to leave the scene of the accident contradicting Ramier's description of events.

### Action Taken:

Ramier's position is being terminated as of 10/12/18. This is his fourth vehicle incident with-in the past year. There was also another incident on 12/20/17 where Ramier was involved in a physical altercation on a customer's property.

### Comments:

Colorado Lighting Inc Employee Handbook Standards of Conduct section 4 page 7 states dishonesty and physical harassment to any members of public are both dischargeable offenses. Section 4 page 13 Under Company Vehicles it states all accidents no matter how minor immediately must be reported to the police and supervisor

Employee Signature  Date 10/12/18  
Manager Signature  Date 10/12/18  
Witness Signature \_\_\_\_\_ Date \_\_\_\_\_