



S.R.C. - Pipestone, MN U.S.A.

EMPLOYEE DOCUMENTATION FORM

Clue

Name Randel Holt

Date: 7-14-08

RECOGNIZING POSITIVE BEHAVIOR

- Outstanding Job Performance
- Extra Effort in Helping Others
- Exceptional Attention to Safety
- Exceptional Loyalty and Spirit
- Super Cooperation / Flexible Attitude
- Thank you for your contribution
- Went the Extra Mile
- Exceptional Quality
- Other (Explain below)

CORRECTING EMPLOYEE BEHAVIOR

Progressive discipline generally will apply and all disciplinary actions will remain active for a period of one year. If a violation of any four rules of conduct occur within a twelve-month period it will result in employment termination. Disciplinary action may exceed the normal progression and may include termination depending on the severity of the infraction. **Absenteeism** - Absence without notification or excuse, excessive absenteeism/tardiness or extending rest periods will be disciplined separately from other Rules of Conduct.

- Verbal Warning
- Written Warning
- Suspension (_____ Total Days)
- Termination (Date _____) Return to Work on (Date) _____ (Time) _____
- Attendance
- Performance
- Quality of Work
- Cooperation
- Safety >>
- Insubordination
- Behavior
- Policy Violation
- Other (Explain below)

Randel Holt missed The Bass on Saturday The 12th and was late on Monday The 14th 7:15am Both of the absences are unexpected.

SAFETY
Rule Violation
Unreported
Accident
Negligence or
Injured Other(s)
Injury or
Property Damage
Repeat Offender

EMPLOYEE IMPROVEMENT PLAN:

- Improve Attendance/Tardiness
- Re-Train/Review Policy
- Performance / Quality of Work
- Change Shift / Job Assignment
- Transportation / Car Pool
- Improve Cooperation / Attitude
- Improve Home Circumstances
- Seek Employee Assistance
- Other _____

My agreed "Performance Improvement Plan" is:

- I will adjust my lifestyle to be at work when my schedual says to be here.
- to will follow all of SRC's Policy's
- _____

We agree to work together on the items identified in this Performance Improvement Plan and to make every effort to reach the goals and expectations defined. Should it be determined that my overall performance improvement does not meet expectations, further discipline may be required up to and including employment termination. I have read and received a copy of this documentation.

Randel Holt
(Signature of Employee)

DT Blumhail
(Signature of Manager)

Jim Rensch
(Signature of Human Resources)

(Original returns to HR, Copy is given to the Employee)