



## EMPLOYEE TERMINATION FORM

Employee Name: Yasin Ismail

Assignment End Date: 12/15/17

Reason for Termination:

- |  |   |
|--|---|
| <input type="checkbox"/> Voluntary Resignation       | <input type="checkbox"/> Job Abandonment                          |
| <input type="checkbox"/> Insubordination             | <input checked="" type="checkbox"/> Disorderly conduct            |
| <input checked="" type="checkbox"/> Policy Violation | <input checked="" type="checkbox"/> Unacceptable Work Performance |

Explanation for Dismissal:

After reviewing the video of the incident, the following is a summary of what occurred on the evening of 12/14/17. Kimo was driving the forklift to pick up a loaded pallet. As he was moving backwards he was signaling the production workers with his horn that he was coming through. Yasin was wrapping a pallet and should have stopped and waited for Kimo to load the forklift and back out of the way. Instead he continued to wrap his pallet and walk unsafely into the path of a moving forklift twice. Yasin was aware of the forklift in the area but did not acknowledge the forklift warning horn and almost walked into the forklift. As he did this he became very upset and started to repeatedly slam his hand on the loaded pallet. He then walked up to Kimo on the forklift and started to aggressively yell and point his fingers at Kimo. Kimo stayed on the forklift to try and get away from the confrontation but Yasin continued to pursue and yell at Kimo. Kimo tried to get off the forklift to get away but Yasin reached out to grab Kimo. Other employees pulled the two away from one another but Yasin continued to be agitated at the situation. Yasin continued to show his aggression and agitation after Kimo had left the production area. Yasin's demeanor

attracted the attention of the other production workers and they proceeded to walk over where Yasin was to find out what was going on.

Is this Employee Eligible for Rehire:  Yes  No

Additional Comments:

Yasin was viewed on the camera has aggressively slamming his hand on the loaded pallet and pursuing Kimo in a very harmful way. Kimo tried to avoid the situation but Yasin continued the altercation which turned physical. Both parties continued to work their shift until the cameras could be viewed the next day. After reviewing the cameras Yasin's assignment will end effective 12/15/17.

Employee Signature: Yasin Ismail Date: 12/15/17  
Manager Signature: [Signature] Date: 12/15/17  
[Signature]

Update to statement per Yasin Ismail's request -  
Yasin's arm hit the pallet after he  
walked into fork lift. The pallet pushed  
Yasin's arm.

12/15/17 Kelsy Adillo  
Heather [Signature]  
Yasin Ismail

I was in the line two making  
box. I see yasin he said

STOP the forklift and say

~~see~~ my hand you hit. and

yasin was ~~raising~~ mad and

he slept to forklift and

the pallet he was ~~unwrapping~~ <sup>wrapped</sup>

I tried to call yasin to come down

and he say no. and he wanted to

asked why. for forklift driver.

forklift driver he want to move

but yasin he not let him go

and i get the way and other

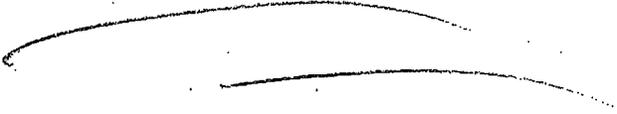
~~see~~ people help to get yasin →

away from driver

Muna Glorie

12/14/17

7:10pm



# Yasin Statement.

When I do my work that man he came to me and told me that he said you have to take care yourself because he just use emergency horn when he driving. I told him ok. Second time he move his forklift back to my body I hold the forklift with my hand and he stopped I told him that you pushing me, he said that you do not see me come back and he don't care when I told him again, and I was stepping on the bot tha he carry pallet of shipper. then he stands up from his forklift and need to fight with me the line lead Muna and some employees came to seperat me and him. after that I told them I say this man come back with forklift.

and pushed me when I do my work, I have  
asked Supervisor to go clinic, they send me to ER.

Yasin. Ismail

at same time, everyone heard the sound and moved  
except for yasin who claim that he couldn't hear  
the sound so i ask him if heard the sound.  
after that he started hitting the forklift in aggressive  
way like he wanted to fight so i got off the forklift  
and he was getting loud too at me so as i am gett  
off the forklift trying to defend myself if he try to make  
a move and everyone and i walk out.

K. me