

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
DIVISION OF JUDGES**

**ORCHIDS PAPER PRODUCTS COMPANY**

**And**

**UNITED STEEL, PAPER AND FORESTRY,  
RUBBER, MANUFACTURING, ENERGY,  
ALLIED INDUSTRIAL AND SERVICE  
WORKERS INTERNATIONAL UNION,  
AFL-CIO**

**Cases 14-CA-184805  
14-CA-184807  
14-CA-188413  
14-CA-189031  
14-CA-190022  
14-CA-192908  
14-CA-199035**

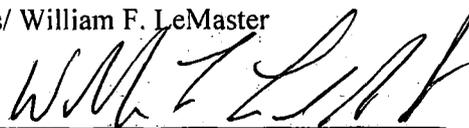
**JOINT MOTION TO CORRECT EXHIBITS IN THE RECORD**

Pursuant to Section 102.24 of the Board's Rules and Regulations, as amended, the General Counsel and Respondent file this Joint Motion to Correct Exhibits in the Record. On June 20-22, 2017, an administrative hearing was held in the above-referenced matter. On June 21, 2017, the General Counsel and Respondent offered Joint Exhibits 1-5 and 7-42 into evidence. In offering the Joint Exhibits, the record reflects that the General Counsel described a Joint Exhibit Index identifying the exhibit number, document description and bates number (if any). Upon review of the formal exhibits, the Joint Exhibit Index was not included in the record. Additionally, a review of the formal exhibits indicates that the court reporting service mistakenly replaced General Counsel Exhibits 31-38 with Joint Exhibits 31-38. The Joint Exhibit Index is attached to this Motion as Joint Exhibit 43. General Counsel Exhibits 31-38 are also attached. The General Counsel and Respondent move that the Joint Exhibit Index be added to the record as Joint Exhibit 43 and that General Counsel Exhibits 31-38 be replaced with the correct attached exhibits, which the parties agree reflect the true General Counsel Exhibits offered and accepted

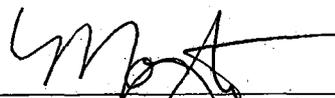
into evidence by the Administrative Law Judge. The Charging Party has advised that it does not object to the motion.

Dated: July 20, 2017

/s/ William F. LeMaster

Handwritten signature of William F. LeMaster in black ink, written over a horizontal line.

William F. LeMaster  
Counsel for the General Counsel

Handwritten signature of Molly A. Aspan in black ink, written over a horizontal line.

Molly A. Aspan  
Counsel for Respondent

Case 14-CA-184805 et al: Orchids Paper Products Co.

Joint Exhibit Index

Exhibit #	Document Description	Bates Number (if any)
<b>Shoe, Clothing, FR Related Documents</b>		
Jt. Ex. 1	Notice of Alleged Safety or Health Hazards from OSHA	2085-2086
Jt. Ex. 2	Citation and Notification of Penalty from OSHA	2087-2101
Jt. Ex. 3	OSHA Informal Settlement Agreement	2578-2581
Jt. Ex. 4	Certification of Corrective Action Worksheet and Packet to OSHA	2575-2581
Jt. Ex. 5	Notice to Employees of Informal Conference	2102
Jt. Ex. 6	SKIPPED	
Jt. Ex. 7	Certification of Hazard Assessment	2468
Jt. Ex. 8	Hazard Assessment of the Workplace for PPE	2276-2467
Jt. Ex. 9	Shoe Policy	No bates numbers
Jt. Ex. 10	Clothing Policy	No bates numbers
Jt. Ex. 11	FRC Uniform Policy	1917-1921
Jt. Ex. 12	Mandatory PPE Training for A/B/C/D Crew	2496-2499
Jt. Ex. 13	PPE Training Roster for A/B/C/D Crew	2502-2527
Jt. Ex. 14	Mandatory PPE Training for Maintenance	2500-2501
Jt. Ex. 15	PPE Training Roster for Maintenance	2528-2531
Jt. Ex. 16	PPE Power Point	2532-2543
Jt. Ex. 17	Kris Thom March 15, 2017 Email w/ Mandatory Safety Meeting Schedule for A/B/C/D Crew and Training Rosters	2473-2495
Jt. Ex. 18	Safety Handbook	1926-1961
Jt. Ex. 19	ARC Flash Helmet & Glove Sign Off Sheet	2571-2572
Jt. Ex. 20	Uniform Receipt Acknowledgment	2548-2570
Jt. Ex. 21	Photo of PPE Requirements on Production Floor	No bates numbers
Jt. Ex. 22	General Awareness Training Power Point (old)	2026-2084
Jt. Ex. 23	General Awareness Training Power Point (updated)	1962-2025
Jt. Ex. 24	April 20, 2017 Vincent to Moss Email re: dress code proposal	2545
Jt. Ex. 25	April 25, 2017 Dooley to Vincent Email w/ Orchid proposal to provide clothing	2546
Jt. Ex. 26	April 27, 2017 Vincent to Dooley Email re: Union's Acceptance of Orchid's Clothing Proposal	2547
Jt. Ex. 27	ARC Flash Study	1848-1865
<b>Health Insurance Related Documents</b>		
Jt. Ex. 28	Doug Moss December 14, 2016 Email re: Benefit	No bates numbers

	Open Enrollment Meetings	
<b>Michael Besley Related Documents</b>		
Jt. Ex. 29	May 8, 2017 Richard Keith to Graham Darby Email re: Weekend Safety Check	No bates numbers
Jt. Ex. 30	Matt Rhodes Incident Log re: Michael Besley	1792-1803
Jt. Ex. 31	Keith Winn Incident Log re: Michael Besley	1707-1712
Jt. Ex. 32	May 23, 2017 Michael Besley Employee Warning Notice	No bates numbers
<b>Harassment Related Documents</b>		
Jt. Ex. 33	February 6, 2017 Brad Blower to Brad Blower Email re: Darla coaching	1313
Jt. Ex. 34	February 6, 2017 Kelly Foss to Brad Blower Email re: Darla	1314
Jt. Ex. 35	February 6, 2017 Brad Blower to Brad Blower Email re: Chris Montoya	1315
Jt. Ex. 36	February 6, 2017 Kelly Foss to Brad Blower Email re: Chris Montoya	1316
Jt. Ex. 37	May 31, 2017 Brad Blower to Court Dooley Email re: Darla Reed 5-30-17	1327
Jt. Ex. 38	Doug Moss's Investigation Notes re: Chris Montoya	No bates numbers
<b>Miscellaneous Documents</b>		
Jt. Ex. 39	Orchids Org Chart	No bates numbers
Jt. Ex. 40	People Source Client Agreement	No bates numbers
Jt. Ex. 41	People Source Guarantee of Payment	No bates numbers
Jt. Ex. 42	People Source Agreement	No bates numbers

Melanie McMains

---

**From:** Kelly R Foss <KRFoss@orchidspaper.com>  
**Sent:** Tuesday, November 3, 2015 8:54 AM  
**To:** Briana Stolhand; Melanie McMains; Andy Warehime  
**Subject:** Fwd: Temps lline 9 rework  
**Attachments:** image001.jpg

Kelly R Foss  
Process Specialist/Orchids Paper Products-Pryor, OK M: 918-209-8019  
[Krfoss@orchidspaper.com](mailto:Krfoss@orchidspaper.com)

Begin forwarded message:

**From:** Kelly R Foss <[KRFoss@orchidspaper.com](mailto:KRFoss@orchidspaper.com)>  
**Date:** November 3, 2015 at 7:26:42 AM CST  
**To:** Briana Self <[briana@peoplesourceok.com](mailto:briana@peoplesourceok.com)>  
**Subject:** Re: Temps line 9 rework

Good morning can you find a replacement for Rebecca for tomorrow I believe she starts her regular crew tomorrow, for today I have Dallas, Walter, Rebecca, Rocky, Karrissa only 5 so I could actually use 1 more for today and two counting replacing Rebecca for tomorrow so that I have 6. I've talked to these guys and gals here that this project might run thru Thursday now and that I would let you and them know Wednesday for sure.

Thank you

Kelly R Foss  
Process Specialist/Orchids Paper Products-Pryor, OK M: 918-209-8019  
[Krfoss@orchidspaper.com](mailto:Krfoss@orchidspaper.com)

On Nov 2, 2015, at 9:08 AM, Briana Self <[briana@peoplesourceok.com](mailto:briana@peoplesourceok.com)> wrote:

Kelly,

Rebecca Scott will be on her way shortly to fill in. We will continue working on replacements for these few.

---

Briana Self, Payroll/ Recruiting Specialist

**People Source Staffing Professionals, LLC**

424 S. Lynn Riggs Boulevard

Claremore, OK 74017

(918) 341-2266

[Briana@peoplesourceok.com](mailto:Briana@peoplesourceok.com)

[<Image001.jpg>](#)

Confidentiality Note: This email and any attachments may contain confidential information and may be protected by legal privilege. If you are not the intended recipient, be aware that any disclosure, copying, distribution or use of this e-mail or any attachment is prohibited. If you have received this email in error, please notify us immediately by returning it to the sender and delete this copy from your system. Thank you for your cooperation.

**From:** Kelly R Foss [<mailto:KRFoss@orchidspaper.com>]

**Sent:** Monday, November 02, 2015 7:34 AM

**To:** Briana Self

**Cc:** Melanie McMains; Brian S Merryman; Gerald McCutcheon; Andy Warehime

**Subject:** Re: Temps line 9 rework

As of now only 3 of these have made it here. Dallas. Rocky. Walter

Kelly R Foss

Process Specialist/Orchids Paper Products-Pryor, OK M: 918-209-8019

[Krfoss@orchidspaper.com](mailto:Krfoss@orchidspaper.com)

On Oct 30, 2015, at 2:45 PM, Briana Self <[briana@peoplesourceok.com](mailto:briana@peoplesourceok.com)> wrote:

Good afternoon Kelly,

Please see the below list of associates confirmed for the assignment M-W of next week.

Walter Pace

Shanoah Smoke

Kevin Walker

Rocky Meek

Antonio Banderos

Dallas Gorman

Thank you,

---

**Briana Self, Payroll/ Recruiting Specialist**

**People Source Staffing Professionals, LLC**

424 S. Lynn Riggs Boulevard

Claremore, OK 74017

(918) 341-2266

[Briana@peoplesourceok.com](mailto:Briana@peoplesourceok.com)

<Image001.jpg>

Confidentiality Note: This email and any attachments may contain confidential information and may be protected by legal privilege. If you are not the intended recipient, be aware that any disclosure, copying, distribution or use of this e-mail or any attachment is prohibited. If you have received this email in error, please notify us immediately by returning it to the sender and delete this copy from your system. Thank you for your cooperation.

**From:** Kelly R Foss [<mailto:KRFoss@orchidspaper.com>]  
**Sent:** Friday, October 30, 2015 2:36 PM  
**To:** Melanie McMains  
**Cc:** Brian S Merryman; Gerald McCutcheon; Briana Self; Andy Warehime  
**Subject:** Re: Temps line 9 rework

Good afternoon Melanie

Could you send me the list of names for the personal that will be working on this project ?

Thank you

Kelly R Foss

Process Specialist/Orchids Paper Products-Pryor, OK M: 918-209-8019

[Krfoss@orchidspaper.com](mailto:Krfoss@orchidspaper.com)

On Oct 29, 2015, at 8:23 AM, Melanie McMains  
<[melanie@peoplesourceok.com](mailto:melanie@peoplesourceok.com)> wrote:

Good Morning Kelly,

We will get to work on this and send you the names as soon as possible. Have a great day!

Thanks,

---

---

**Melanie McMains Recruiting Specialist**

**People Source Staffing Professionals, LLC**

424 South Lynn Riggs Boulevard

Claremore, OK 74017

(918) 341-2266 Office (918) 341-7776 Fax

[melanie@peoplesourceok.com](mailto:melanie@peoplesourceok.com)

[<image002.jpg>](#)

[<image003.jpg>](#) [<image004.png>](#) [<image005.png>](#)

≥

Confidentially Note: This email and any attachments may contain confidential information and may be protected by legal privilege. If you are not the intended recipient, be aware that any disclosure, copying, distribution or use of this e-mail or any attachment is prohibited. If you have received this email in error, please notify us immediately by returning it to the sender and delete this copy from your system. Thank you for your cooperation.

**From:** Kelly R Foss [<mailto:KRFoss@orchidspaper.com>]  
**Sent:** Thursday, October 29, 2015 8:13 AM  
**To:** Melanie McMains  
**Cc:** Brian S Merryman; Gerald McCutcheon  
**Subject:** Temps line 9 rework

Good Morning Melanie I

Could you start working on getting us 6 temps for 10-30, 11-2 & 11-3 hours will be 7:00 am to 7:00 pm.

We would like these to be the same personal for each day if at all possible.

Thank you

**Kelly R Foss**

**Process Specialist | Orchids Paper Products – Pryor, OK**

**M: 918.209-8019**

**[KRFoss@orchidspaper.com](mailto:KRFoss@orchidspaper.com)**

<Image006.png>



**Melanie McMains**

---

**From:** Gerald McCutcheon <gmccutcheon@orchidpaper.com>  
**Sent:** Monday, January 4, 2016 8:11 AM  
**To:** Melanie McMains  
**Cc:** Kelly R Foss; Brad J Blower; Kathy Bennett; Melissa M Dilldine; Shannon L Cunningham; Andy Warehime; Briana Stolhand; Jordon T Estes; Jenny L Kvittum  
**Subject:** RE:

C CREW—PLEASE REPLACE KEVIN WALKER—HE TOO HAS TROUBLE COMING TO WORK. LEAVE EARLY YESTERDAY, NOT HERE TODAY.

**From:** Melanie McMains [mailto:melanie@peoplesourceok.com]  
**Sent:** Monday, January 04, 2016 8:08 AM  
**To:** Gerald McCutcheon <gmccutcheon@orchidpaper.com>  
**Cc:** Kelly R Foss <KRFoss@orchidpaper.com>; Brad J Blower <BJBlower@orchidpaper.com>; Kathy Bennett <mkbenett@orchidpaper.com>; Melissa M Dilldine <MMDilldine@orchidpaper.com>; Shannon L Cunningham <SLCunningham@orchidpaper.com>; Andy Warehime <Andy@peoplesourceok.com>; Briana Self <briana@peoplesourceok.com>  
**Subject:** RE:

Good Morning and Happy New Year All!

Rebecca Scott has accepted the opening on B Crew. We will contact Steven Todd and inform him that his assignment has ended.

Thank you,

---

**Melanie McMains Recruiting Specialist**

**People Source Staffing Professionals, LLC**

424 South Lynn Riggs Boulevard

Claremore, OK 74017

(918) 341-2266 Office (918) 341-7776 Fax

Melanie McMains

---

**From:** Gerald McCutcheon <gmccutcheon@orchidpaper.com>  
**Sent:** Wednesday, November 18, 2015 7:10 AM  
**To:** Melanie McMains  
**Cc:** Melissa M Dilldine  
**Subject:** RE: John Aguilar

PLEASE REPLACE KYLE HUSTON WITH JOHN AGUILAR, ON B TEAM, IMMEDIATELY.

GERALD

**From:** Melanie McMains [mailto:melanie@peoplesourceok.com]  
**Sent:** Tuesday, November 17, 2015 4:19 PM  
**To:** Gerald McCutcheon <gmccutcheon@orchidpaper.com>  
**Cc:** Kendra L Foss <KLFoss@orchidpaper.com>; Andy Warehime <Andy@peoplesourceok.com>; Briana Self <briana@peoplesourceok.com>  
**Subject:** John Aguilar

Good Afternoon,

John Aguilar just completed an application with us and mentioned that Melissa sent him to us. He also informed us that you all are wanting him to be placed back on a full time crew (A or B). Please advise as to how you would like to proceed.

Thank you,

---

Melanie McMains Recruiting Specialist

People Source Staffing Professionals, LLC

424 South Lynn Riggs Boulevard

Claremore, OK 74017

(918) 341-2266 Office (918) 341-7776 Fax

**Melanie McMains**

---

**From:** Gerald McCutcheon <gmccutcheon@orchidspaper.com>  
**Sent:** Wednesday, November 18, 2015 8:44 AM  
**To:** Melanie McMains  
**Cc:** Melissa M Dilldine; Andy Warehime; Briana Stolhand  
**Subject:** RE: John Aguilar

THANK YOU.

GERALD

**From:** Melanie McMains [mailto:melanie@peoplesourceok.com]  
**Sent:** Wednesday, November 18, 2015 8:40 AM  
**To:** Gerald McCutcheon <gmccutcheon@orchidspaper.com>  
**Cc:** Melissa M Dilldine <MMDilldine@orchidspaper.com>; Andy Warehime <Andy@peoplesourceok.com>; Briana Self <briana@peoplesourceok.com>  
**Subject:** RE: John Aguilar

Good Morning,

John has been notified and will report back to Orchids on Friday, November 20, 2015 at 7:00pm.

Thank you,

---

**Melanie McMains Recruiting Specialist**

**People Source Staffing Professionals, LLC**

424 South Lynn Riggs Boulevard

Claremore, OK 74017

(918) 341-2266 Office (918) 341-7776 Fax

[melanie@peoplesourceok.com](mailto:melanie@peoplesourceok.com)

**Copyroom-MGR**

---

**From:** Gerald McCutcheon <gmccutcheon@orchidpaper.com>  
**Sent:** Thursday, July 07, 2016 7:11 AM  
**To:** Melanie McMains  
**Cc:** Kelly R Foss; Denise E Drywater

C CREW "FULL-TIME" TEMP, TO REPLACE MISTY—JULIE HENDRIX, IF POSSIBLE.

GERALD

General Counsel Exhibit

33

**Accrued Hours Report**

Affiliate: People Source Staffing Professionals, LLC

For Period From: 01/01/16 - 10/09/16 Assigned ? Yes, No Order ID: %  
 Customer Name: Orchid Employee Name: whisenhunt, Jennifer Total Hours >= 0.00  
 Branch: Claremore  
 Group By: Employee

Employee Name	Emp. ID	First Asg Start Date	Hours							Total for Date Range	Total Since First Asg	Currently Asg.
			REG	OT	DT	Vac	Hol	Other				
<b>Branch: Claremore</b>												
WHISENHUNT, JENNIFER D	169493	03/07/2016	708.00	235.17	0.00	0.00	0.00	0.00	943.17	943.17	N	
<b>Total for Branch: Claremore</b>			<b>708.00</b>	<b>235.17</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>943.17</b>	<b>943.17</b>		
<b>No. of Employees: 1</b>												

People Source Staffing Professionals, LLC Total			
REG Hours	708.00	Vacation Hours	0.00
OT Hours	235.17	Holiday Hours	0.00
DT Hours	0.00	Total Hours	943.17
Other Hours	0.00	Total Hours Since First Asg	943.17

**Accrued Hours Report**

Affiliate: People Source Staffing Professionals, LLC

For Period From: 01/01/16 - 10/09/16 Assigned? Yes, No Order ID: %  
 Customer Name: Orchid Employee Name: scott, rebecca Total Hours >= 0.00  
 Branch: Claremore  
 Group By: Employee

Employee Name	Emp. ID	First Asg Start Date	Hours							Total for Date Range	Total Since First Asg	Currently Asg.
			REG	OT	DT	Vac	Hol	Other				
<b>Branch: Claremore</b>												
SCOTT, REBECCA H	139000	09/29/2015	1,097.40	115.00	0.00	0.00	0.00	0.00	1,212.40	1,730.90	N	
<b>Total for Branch: Claremore</b>			<b>1,097.40</b>	<b>115.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,212.40</b>	<b>1,730.90</b>		
<b>No. of Employees: 1</b>												

People Source Staffing Professionals, LLC Total			
REG Hours	1,097.40	Vacation Hours	0.00
OT Hours	115.00	Holiday Hours	0.00
DT Hours	0.00	Total Hours	1,212.40
Other Hours	0.00	Total Hours Since First Asg	1,730.90

**Accrued Hours Report**

Affiliate: People Source Staffing Professionals, LLC

For Period From: 01/01/16 - 10/09/16 Assigned? Yes, No Order ID: %  
 Customer Name: Orchid Employee Name: bunnell, carrie Total Hours >= 0.00  
 Branch: Claremore  
 Group By: Employee

Employee Name	Emp. ID	First Asg Start Date	Hours							Total for Date Range	Total Since First Asg	Currently Asg.
			REG	OT	DT	Vac	Hol	Other				
<b>Branch: Claremore</b>												
BUNNELL, CARRIE C	138910	09/21/2015	1,117.00	142.75	0.00	0.00	0.00	0.00	1,259.75	1,848.75	N	
<b>Total for Branch: Claremore</b>			<b>1,117.00</b>	<b>142.75</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,259.75</b>	<b>1,848.75</b>		
<b>No. of Employees: 1</b>												

People Source Staffing Professionals, LLC Total			
REG Hours	1,117.00	Vacation Hours	0.00
OT Hours	142.75	Holiday Hours	0.00
DT Hours	0.00	Total Hours	1,259.75
Other Hours	0.00	Total Hours Since First Asg	1,848.75

**Accrued Hours Report**

Affiliate: People Source Staffing Professionals, LLC

For Period From: 01/01/16 - 10/09/16 Assigned ? Yes, No Order ID: %  
 Customer Name: Orchid Employee Name: Glory, brandon Total Hours >= 0.00  
 Branch: Claremore  
 Group By: Employee

Employee Name	Emp. ID	First Asg Start Date	Hours							Total for Date Range	Total Since First Asg	Currently Asg.
			REG	OT	DT	Vac	Hol	Other				
<b>Branch: Claremore</b>												
GLORY, BRANDON L	134500	01/08/2016	1,261.33	138.12	0.00	0.00	0.00	0.00	1,399.45	1,399.45	N	
<b>Total for Branch: Claremore</b>			<b>1,261.33</b>	<b>138.12</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,399.45</b>	<b>1,399.45</b>		
<b>No. of Employees: 1</b>												

People Source Staffing Professionals, LLC Total			
REG Hours	1,261.33	Vacation Hours	0.00
OT Hours	138.12	Holiday Hours	0.00
DT Hours	0.00	Total Hours	1,399.45
Other Hours	0.00	Total Hours Since First Asg	1,399.45

**Accrued Hours Report**

Affiliate: People Source Staffing Professionals, LLC

For Period From: 11/01/15 - 01/08/17 Assigned? Yes, No Order ID: %  
 Customer Name: Orchids Employee Name: Aguilar, John Total Hours >= 0.00  
 Branch: Claremore  
 Group By: Employee

Employee Name	Emp. ID	First Asg Start Date	Hours							Total for Date Range	Total Since First Asg	Currently Asg.
			REG	OT	DT	Vac	Hol	Other				
<b>Branch: Claremore</b>												
AGUILAR, JOHN P	113677	11/20/2015	1,808.00	208.75	0.00	0.00	0.00	0.00	2,016.75	2,016.75	N	
<b>Total for Branch: Claremore</b>			<b>1,808.00</b>	<b>208.75</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>2,016.75</b>			
<b>No. of Employees: 1</b>												

People Source Staffing Professionals, LLC Total			
REG Hours	1,808.00	Vacation Hours	0.00
OT Hours	208.75	Holiday Hours	0.00
DT Hours	0.00	Total Hours	2,016.75
Other Hours	0.00		

**Doug C Moss**

---

**From:** Pat Bergman <pat@peoplesourceok.com>  
**Sent:** Thursday, October 13, 2016 2:35 PM  
**To:** Doug C Moss  
**Subject:** FW: BRANDON GLORY - ORCHIDS  
**Attachments:** GLORY, BRANDON DOCUMENTS.pdf

**Importance:** High

Here is one of the people listed in complaint. I will also forward the other 3.

---

**Pat Bergman**

**People Source Staffing Professionals, LLC**

(303)775-3179  
[pat@peoplesourceok.com](mailto:pat@peoplesourceok.com)

**From:** Melanie McMains  
**Sent:** Thursday, October 13, 2016 2:29 PM  
**To:** Pat Bergman <pat@peoplesourceok.com>; Briana Stolhand <briana@peoplesourceok.com>  
**Cc:** Andy Warehime <Andy@peoplesourceok.com>; Linda Warner <Linda@peoplesourceok.com>  
**Subject:** BRANDON GLORY - ORCHIDS  
**Importance:** High

1. How long did they work there, how many hours  
01/08/2016 – 09/09/2016  
925.42
2. Why did the assignment end
3. Earl Wright (warehouse supervisor) requested a replacement on 09/09/2016 via phone, stating "he has too many hours and we have been told to let him go and find a replacement. From this point forward they cannot work more than 60 days."
4. How much were they making at Orchids  
\$10.50/hr
5. Are they working for us somewhere else now. If so how much are they paid.  
No, Brandon is not on assignment with us. Records show he called in available on 09/15/2016 and was called about a job on 09/16/2016, but never returned the phone call.

---

Melanie McMains, Recruiting - Staffing Specialist  
People Source Staffing Professionals, LLC  
O: (918) 341-2266 F: (918) 341-7776  
[melanie@peoplesourceok.com](mailto:melanie@peoplesourceok.com)

**From:** Pat Bergman  
**Sent:** Thursday, October 13, 2016 10:47 AM  
**To:** Melanie McMains; Briana Stolhand  
**Cc:** Andy Warehime; Linda Warner  
**Subject:** People Formerly at Orchids

Can you answer the following questions about the individuals I am listing below

1. How long did they work there, how many hours
2. Why did the assignment end
3. How much were they making at Orchids
4. Are they working for us somewhere else now. If so how much are they paid.

Brandon Glory  
Carrie Bunnell  
Jennifer Whisenhunt  
Rebecca Scott  
Shea Seals

Also can you check with Orchids, It looks like Jennifer Aaron has worked 1789.63 hrs and is eligible to roll over. Is there a reason they have not rolled her he over.  
Same for Brandy Massey, she has worked for 1734.40 hrs.

---

**Pat Bergman**

**People Source Staffing Professionals, LLC**  
(303)775-3179  
[pat@peoplesourceok.com](mailto:pat@peoplesourceok.com)

**Doug C Moss**

---

**From:** Pat Bergman <pat@peoplesourceok.com>  
**Sent:** Thursday, October 13, 2016 2:35 PM  
**To:** Doug C Moss  
**Subject:** FW: CARRIE BUNNELL ORCHIDS  
**Attachments:** BUNNELL, CARRIE - DOCUMENTS.pdf

---

Pat Bergman.

**People Source Staffing Professionals, LLC**

(303)775-3179  
[pat@peoplesourceok.com](mailto:pat@peoplesourceok.com)

**From:** Melanie McMains  
**Sent:** Thursday, October 13, 2016 2:29 PM  
**To:** Pat Bergman <[pat@peoplesourceok.com](mailto:pat@peoplesourceok.com)>; Briana Stolhand <[briana@peoplesourceok.com](mailto:briana@peoplesourceok.com)>  
**Cc:** Andy Warehime <[Andy@peoplesourceok.com](mailto:Andy@peoplesourceok.com)>; Linda Warner <[linda@peoplesourceok.com](mailto:linda@peoplesourceok.com)>  
**Subject:** CARRIE BUNNELL - ORCHIDS

1. How long did they work there, how many hours  
585.25  
09/21/2015 – 08/08/2016
2. Why did the assignment end  
Kelly Foss requested a replacement on 08/08/2016 – no reason given.
3. How much were they making at Orchids  
\$10.50/hr
4. Are they working for us somewhere else now. If so how much are they paid.  
No, Carrie is not on assignment with us. Our records show she has not called in available, since her last assignment ended.

---

Melanie McMains, Recruiting - Staffing Specialist  
People Source Staffing Professionals, LLC  
O: (918) 341-2266 F: (918) 341-7776  
[melanie@peoplesourceok.com](mailto:melanie@peoplesourceok.com)

**From:** Pat Bergman  
**Sent:** Thursday, October 13, 2016 10:47 AM  
**To:** Melanie McMains; Briana Stolhand

General Counsel Exhibit 38

OPP/NLRB.00233

Cc: Andy Warehime; Linda Warner  
Subject: People Formerly at Orchids

Can you answer the following questions about the individuals I am listing below

1. How long did they work there, how many hours
2. Why did the assignment end
3. How much were they making at Orchids
4. Are they working for us somewhere else now. If so how much are they paid.

Brandon Glory  
Carrie Bunnell  
Jennifer Whisenhunt  
Rebecca Scott  
Shea Seals

Also can you check with Orchids, it looks like Jennifer Aaron has worked 1789.63 hrs and is eligible to roll over. Is there a reason they have not rolled her he over.  
Same for Brandy Massey, she has worked for 1734.40 hrs.

---

Pat Bergman

**People Source Staffing Professionals, LLC**  
(303)775-3179  
[pat@peoplesourceok.com](mailto:pat@peoplesourceok.com)

**Doug C Moss**

**From:** Pat Bergman <pat@peoplesourceok.com>  
**Sent:** Thursday, October 13, 2016 2:36 PM  
**To:** Doug C Moss  
**Subject:** FW: REBECCA SCOTT ORCHIDS  
**Attachments:** SCOTT, REBECCA DOCUMENTS.pdf

---

Pat Bergman

**People Source Staffing Professionals, LLC**

(303)775-3179  
[pat@peoplesourceok.com](mailto:pat@peoplesourceok.com)

**From:** Melanie McMains  
**Sent:** Thursday, October 13, 2016 2:29 PM  
**To:** Pat Bergman <pat@peoplesourceok.com>; Briana Stolhand <briana@peoplesourceok.com>  
**Cc:** Andy Warehime <Andy@peoplesourceok.com>; Linda Warner <Linda@peoplesourceok.com>  
**Subject:** REBECCA SCOTT - ORCHIDS

1. How long did they work there, how many hours  
09/29/2015 – 08/14/2016  
618.5 hours
2. Why did the assignment end.  
Completed Assignment
3. How much were they making at Orchids  
\$10.50/hr
4. Are they working for us somewhere else now. If so how much are they paid.  
No, Rebecca is not currently on assignment with us. Our records show that she has not called in available, since her assignment ended.

---

Melanie McMains, Recruiting - Staffing Specialist  
People Source Staffing Professionals, LLC  
O: (918) 341-2266 F: (918) 341-7776  
[melanie@peoplesourceok.com](mailto:melanie@peoplesourceok.com)

**From:** Pat Bergman  
**Sent:** Thursday, October 13, 2016 10:47 AM  
**To:** Melanie McMains; Briana Stolhand

**Cc:** Andy Warehime; Linda Warner  
**Subject:** People Formerly at Orchids

Can you answer the following questions about the individuals I am listing below

1. How long did they work there, how many hours
2. Why did the assignment end
3. How much were they making at Orchids
4. Are they working for us somewhere else now. If so how much are they paid.

Brandon Glory  
Carrie Bunnell  
Jennifer Whisenhunt  
Rebecca Scott  
Shea Seals

Also can you check with Orchids, It looks like Jennifer Aaron has worked 1789.63 hrs and is eligible to roll over. Is there a reason they have not rolled her he over.  
Same for Brandy Massey, she has worked for 1734.40 hrs.

---

Pat Bergman

**People Source Staffing Professionals, LLC**  
(303)775-3179  
[pat@peoplesourceok.com](mailto:pat@peoplesourceok.com)

**Doug C Moss**

---

**From:** Pat Bergman <pat@peoplesourceok.com>  
**Sent:** Thursday, October 13, 2016 2:36 PM  
**To:** Doug C Moss  
**Subject:** FW: JENNIFER WHISENHUNT-GWINN ORCHIDS  
**Attachments:** WHISENHUNT, JENNIFER - DOCUMENTS.pdf

---

Pat Bergman

**People Source Staffing Professionals, LLC**  
(303)775-3179  
[pat@peoplesourceok.com](mailto:pat@peoplesourceok.com)

**From:** Melanie McMains  
**Sent:** Thursday, October 13, 2016 2:29 PM  
**To:** Pat Bergman <[pat@peoplesourceok.com](mailto:pat@peoplesourceok.com)>; Briana Stolhand <[briana@peoplesourceok.com](mailto:briana@peoplesourceok.com)>  
**Cc:** Andy Warehime <[Andy@peoplesourceok.com](mailto:Andy@peoplesourceok.com)>; Linda Warner <[Linda@peoplesourceok.com](mailto:Linda@peoplesourceok.com)>  
**Subject:** JENNIFER WHISENHUNT-GWINN - ORCHIDS

1. How long did they work there, how many hours  
03/07/2016 – 09/11/2016  
813.5 hours
2. Why did the assignment end  
Completed assignment
3. How much were they making at Orchids  
\$10.50/hr
4. Are they working for us somewhere else now. If so how much are they paid.  
No, Jennifer is not on assignment with us. Our records show that she has not called in available, since her last assignment.

---

Melanie McMains, Recruiting - Staffing Specialist  
People Source Staffing Professionals, LLC  
O: (918) 341-2266 F: (918) 341-7776  
[melanie@peoplesourceok.com](mailto:melanie@peoplesourceok.com)

**From:** Pat Bergman  
**Sent:** Thursday, October 13, 2016 10:47 AM  
**To:** Melanie McMains; Briana Stolhand  
**Cc:** Andy Warehime; Linda Warner  
**Subject:** People Formerly at Orchids

Can you answer the following questions about the individuals I am listing below

1. How long did they work there, how many hours
2. Why did the assignment end
3. How much were they making at Orchids
4. Are they working for us somewhere else now. If so how much are they paid.

Brandon Glory  
Carrie Bunnell  
Jennifer Whisenhunt  
Rebecca Scott  
Shea Seals

Also can you check with Orchids, It looks like Jennifer Aaron has worked 1789.63 hrs and is eligible to roll over. Is there a reason they have not rolled her he over.  
Same for Brandy Massey, she has worked for 1734.40 hrs.

---

Pat Bergman

**People Source Staffing Professionals, LLC**  
(303)775-3179  
[pat@peoplesourceok.com](mailto:pat@peoplesourceok.com)

**STATEMENT OF SERVICE**

I hereby certify that I have this date served copies of the foregoing Joint Motion to Correct Exhibits in the Record on all parties listed below pursuant to the National Labor Relations Board’s Rules and Regulations 102.114(i) by electronically filing with the Division of Judges with service by electronic mail on the parties identified below.

/s/ William F. LeMaster

Dated: July 20, 2017

---

William F. LeMaster  
Counsel for the General Counsel

**BY ELECTRONIC MAIL:**

Mr. Steven A. Broussard, Attorney for Respondent  
[sbroussard@hallestill.com](mailto:sbroussard@hallestill.com)

Ms. Molly A. Aspan, Attorney for Respondent  
[maspan@hallestill.com](mailto:maspan@hallestill.com)

Mr. Steven R. Hickman, Attorney for the Union  
[frasier@tulsa.com](mailto:frasier@tulsa.com)

Mr. Bruce Fickman, Attorney for the Union  
[bfickman@usw.org](mailto:bfickman@usw.org)