

ATTACHMENT D



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Aguirre, Andre DATE: 12/30/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 3952

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 11/10/16 you reported to work late at 0549 hrs. This is your first late in a twelve month period. Per WNS Policy 107 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 11/10/17 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: _____

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 1.1.17

SIGNATURE OF SUPERVISOR: _____

DATE: 1/1/17

SIGNATURE OF WITNESS: _____

DATE: _____

14-1

Employer Exhibit 14

X



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Archilla, Victor DATE: 3/23/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 2346

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 3/23/16 you reported late to work arriving at 0647 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 3/23/17 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

N/A

EMPLOYEE'S COMMENTS:

I don't agree with the late.

SIGNATURE OF EMPLOYEE: *[Signature]*
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 03/30/16

SIGNATURE OF SUPERVISOR: _____

DATE: 3/30/16

SIGNATURE OF WITNESS: _____

DATE: _____

14-2

Employer Ex. 14



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Barfus, Gloria DATE: 11/02/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 3587

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 10/28/16 you reported late to work arriving at 0607 hrs. This is your second late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force Supervisors must be present and ready to start shift no later than 0530 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 03/14/16 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Gloria Barfus* DATE: 01/02/17
(Signature does not mean agreement, but acknowledges that action was taken)
SIGNATURE OF SUPERVISOR: *[Signature]* (Anites) DATE: 11/17
SIGNATURE OF WITNESS: _____ DATE: _____

14-3





EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Barfus, William

DATE: 5/28/17

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 8134

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for 01 days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 5/28/17 you reported late to work arriving at 0710 hrs. This is your third late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand and a one day suspension. Suspension to be served on 7 June and return to work on 10 June (EXCUSED BY MANAGEMENT - JUAN RODRIGUEZ)

First late: 9/03/16 Late in @ 0815 hrs

Second late: 5/19/17 Late in @ 0710 Hrs

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 9/03/17 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

NO SUSPENSION TO BE SERVED. EXCUSED FOR DISCIPLINARY
WILL STILL COUNT AGAINST TAP

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 6-1-17

SIGNATURE OF SUPERVISOR:

DATE: 6-1-17

SIGNATURE OF WITNESS:

DATE: _____

14.4



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Barfus, William DATE: 5/19/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 8134

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 5/19/17 you reported late to work arriving at 0638 hrs. This is your second late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand.

Prior late: 9/03/16 Late in @ 0815 hrs

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 9/03/17 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 5-19-17

SIGNATURE OF SUPERVISOR:

DATE: 5-19-17

SIGNATURE OF WITNESS:

DATE: _____

14-5



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Barfus, William

DATE: 9/3/16

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 8134

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 9/3/16 you reported late to work arriving at 0815 hrs. This is your second late in a rolling twelve month period, the first occurring on 2/21/16. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 9/03/17, the progressive discipline policy will be followed.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

W.B. Barfus

DATE: 9-3-16

SIGNATURE OF SUPERVISOR:

[Signature]

DATE: 9-3-16

SIGNATURE OF WITNESS:

[Signature]

DATE: 9/3/16

14-4



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Barfus, William

DATE: 2/25/16

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 8134

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for 1 days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 2/21/16 you reported late to work arriving at 0655 hrs. This is your third late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand and a one day suspension to be served on 2/26/16 and return to work on 2/27/16 overtime.

First late: 4/27/15 Late in @ 0645 hrs

Second late : 6/20/15 Late in @ 0715 hrs

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 4/27/16 you will be issued further disciplinary action..

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

DATE: 2-25-16

(Signature does not mean agreement, but acknowledges that action was taken)

SIGNATURE OF SUPERVISOR:

DATE: 2-25-16

SIGNATURE OF WITNESS:

DATE: _____

14-7



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Beyra, Pablo DATE: 03/09/16

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): N/A

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 02/23/16 you called out late for training at 0615 hrs.. Per WPO-1307 this is a level II infraction and you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:

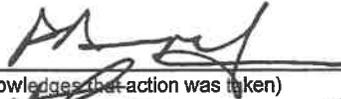
All security Force members are required to notify supervision of any call outs at least one hour prior to their scheduled time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

IFurther disciplinary action will be issued should you repeat this offense.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 03/09/16

SIGNATURE OF SUPERVISOR:  (M. Stewart)

DATE: 3-9-16

SIGNATURE OF WITNESS: _____

DATE: _____

14-8



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Jaspen Bishop DATE: 02/19/2016

AREA: PTN FACILITY: TURKEY POINT SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 02/19/16 you used profane language while conversing with a Supervisor in the presence of a fellow officer when asked to complete a task within the scope of your assigned position. Furthermore, you refused to complete the requested task. Per the Progressive Discipline Policy and Procedure WPO-1308, these are 2 separate Level III infractions. Officer Bishop, you are being issued a documented oral warning for this type of infraction.

CORRECTIVE STEPS REQUIRED:

Perform the requested and or assigned tasks of your position without push back. Eliminate the use of profanity when conversing with Supervision and fellow officers.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant to WPO-1308 another infraction of this nature could result in a higher level infraction and further disciplinary action.

SUPERVISOR'S REMARKS:

I believe that Officer Bishop understands the severity of his actions will take the necessary steps to immediately correct these behaviors. Officer Bishop and I discussed ways in which he can mitigate the factors that led to this undesired behavior. Officer Bishop agreed to take a break from his current rotation to regroup.

EMPLOYEE'S COMMENTS: UPON meeting w/ LT Macrina to discuss the incident above, I apologized

To him for my use of profanity and rude attitude to him both as a coworker and to him as his authority as a LT. I do not condone my actions I thought in emotion before acting professional. I have asked for 5 yrs for things to change in concerning The IZ H2O situation, to SO's, LT's, management, and even the Union. In the end it no actions were taken and all requests fell on "Def Ears!"

SIGNATURE OF EMPLOYEE: _____
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 2/20/18

SIGNATURE OF SUPERVISOR: _____

DATE: 2/20/18

SIGNATURE OF WITNESS: _____

DATE: _____

14.9



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Jermaine Boleware DATE: 11/22/16

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 11/15/16 you reported for work late @ 1937 hrs. This is your first late in a rolling twelve month period. Per POL-1307 this is a level II violation and you are being issued an oral reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to be present and ready for duty at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you have a repeat occurrence.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Jermaine E. Boleware*
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 11/23/16

Justin Smith
SUPERVISOR NAME (PRINT)

Justin Smith
SUPERVISOR SIGNATURE

11/23/16
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-10



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: BROUWER, CHRISTOPHER DATE: 03/22/2016

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): N/A

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

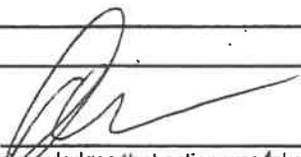
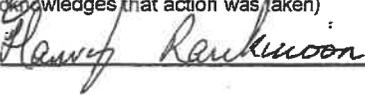
REASON(S) FOR DISCIPLINARY ACTION:
Officer Brouwer on 03/22/2016 you arrived late to training at 0705 Hrs. You are herfeby issued a verbal warning. Any further attendance issues of this nature would be documented as per WNS policy 1307

CORRECTIVE STEPS REQUIRED:
It is the responsibility of all security force members to be on time for training. Officer Brouwer you need to take the necessary steps to ensure that you arrive on time for work or for training. Set your alarm clock to awake in a timely manner. Have family members assist in awaking you in time. Set multiple alarms if necessary.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Should there be any further attendance issues of this nature before 03/22/2017, you will be issued a written warning as per G4S disciplinary procedure.

SUPERVISOR'S REMARKS:
Officer Brouwer, with your professionalism I know that you can take the necessary steps to ensure that a repetition of this nature does not occur in the near future. If you need any assistance, please let us know.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:  DATE: 4/1/16
(Signature does not mean agreement, but acknowledges that action was taken)
SIGNATURE OF SUPERVISOR:  DATE: 4/01/2016
SIGNATURE OF WITNESS: _____ DATE: _____

14-11



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Bryant, Maurice DATE: 12/22/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 2218

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 12/18/2016 you were late to shift. This is your First late in a rolling twelve month period. Per POL-1307 you are recieving a oral warning.

CORRECTIVE STEPS REQUIRED:

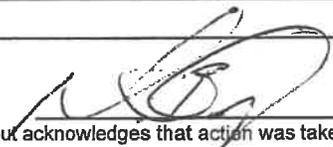
Be on time to shift.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

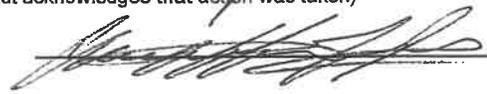
Should you repeat this offense again before 12/18/2017 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 12/22/16

SIGNATURE OF SUPERVISOR: 

DATE: 12/22/2016

SIGNATURE OF WITNESS: _____

DATE: _____

1472



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Buchanan, Richardo DATE: 04/05/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 0627

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 03/22/17 you reported late to work arriving at 0822 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 03/22/18 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Richardo Buchanan*
(Signature does not mean agreement, but acknowledges that action was taken)
SIGNATURE OF SUPERVISOR: *[Signature]*
SIGNATURE OF WITNESS: _____

DATE: 4-9-17
DATE: 4/9/17
DATE: _____

14-13





EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: BUCHANAN, RICARDO DATE: 12/8/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 0627

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for 0 days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 10/19/16 you called out personal after having exhausted all of your benefit time. Per WPO-1307 this is a Level II violation and you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:

All further call outs for 2016 will require documentation and have to be approved by Management in order for the call out to be considered an excused absence.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 12/31/16 further disciplinary action will be issued.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Ricardo Buchanan*
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 1-1-2017

SIGNATURE OF SUPERVISOR: *[Signature]*

DATE: 1.1.17

SIGNATURE OF WITNESS: _____

DATE: _____

14-14



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Campos, Carlos

DATE: 08/21/16

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 8360

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 7/20/16 you were issued an attendance memo notifying you that you had exhausted all of your benefit time. On 08/21/16 you called out sick from work. Per WPO-1037 this is a Level II violation and you are being issued a written reprimand for an unexcused absence.

CORRECTIVE STEPS REQUIRED:

All further call outs for 2016 will require documentation and have to be approved by Management in order for the call out to be considered an excused absence.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 07/20/17 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE:

8.25.16

SIGNATURE OF SUPERVISOR:

DATE:

8/25/16

SIGNATURE OF WITNESS:

DATE:

14-15



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Christopher Carrow DATE: 6/21/17

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 6/17/17 a Supervisor identified that vehicle 2299 had sustained damage. Through an investigation it was determined that you failed to perform/document a proper vehicle inspection/cursory search causing the damage to go unnoticed. Per POL-1308 this is a level III violation "Failure to meet satisfactory job performance or behavior standards in the opinion of management" for procedure non compliance. Moreover, you are restricted from the OCA vehicle patrol until further notice.

CORRECTIVE STEPS REQUIRED:

Perform and document a proper vehicle inspection each time you operate a company vehicle.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you repeat this offense.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Chris Carrow* DATE: 6-25-17
(Signature does not mean agreement, but acknowledges that action was taken)

Richard Arica SUPERVISOR SIGNATURE *[Signature]* DATE 6-25-17
SUPERVISOR NAME (PRINT)

WITNESS NAME (PRINT) WITNESS SIGNATURE DATE

14.16



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Christopher Carrow DATE: 11/22/16

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:
On 11/15/16 you reported for training late @ 1436 hrs. This is your first late in a rolling twelve month period. Per POL-1307 this is a level II violation and you are being issued an oral reprimand.

CORRECTIVE STEPS REQUIRED:
All Security Force members are expected to be present and ready for duty at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Further disciplinary action will be issued should you have a repeat occurrence.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Chris Carrow*
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 11-23-16

J. SMITH
SUPERVISOR NAME (PRINT)

[Signature]
SUPERVISOR SIGNATURE

11/23/16
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-17



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Carter, Shaddrick

DATE: 11/23/16

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 0978

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 11/23/16 you reported late to work arriving at 0720 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs and MTG personnel at 0700 Hrs on Mondays, Wednesdays, and Thursdays unless directed otherwise.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 11/23/17 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 11/28/16

SIGNATURE OF SUPERVISOR:

DATE: 11-28-16

SIGNATURE OF WITNESS:

DATE: _____

14-18



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: CARTER, SHADDRICK DATE: 8/12/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 0978

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 6/30/15 you were issued an attendance memo notifying you that you had exhausted all of your benefit time and that any future call outs would require documentation. The documentation would be reviewed by Management and they will determine if the absence is excused or not. On 8/12/16 you called out sick from work and failed to provide any documentation, therefore, this call out is not excused by Management. Per WPO-1037 this is a Level II violation and you are being issued a written reprimand for an unexcused absence.

CORRECTIVE STEPS REQUIRED:

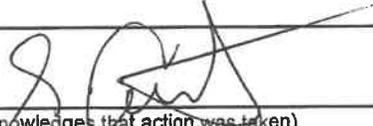
All further call outs for 2016 will require documentation and have to be approved by Management in order for the call out to be considered an excused absence

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 8/12/17 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 08/16/16

Cesar Cervela
SUPERVISOR NAME (PRINT)


SUPERVISOR SIGNATURE

08/16/16
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-19



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Clayton, Gary DATE: 02/13/17

AREA: PTN FACILITY: TURKEY POINT SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 02/08/17 while posted on the Light-Loc you were observed by a member of senior management being in a potentially inattentive position.

CORRECTIVE STEPS REQUIRED:

All Security Force Members are required to strictly comply with their post orders, any deviation from these post orders require approval from Supervision.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant with G4S policies and procedures (WPO-1308) another infraction of this nature before 02/08/17 could result in further disciplinary action.

SUPERVISOR'S REMARKS:

Mr. Clayton I know with your level of professionalism you will take the necessary steps to immediately correct this shortcoming.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: [Signature]
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 02/13/17

[Signature]
SUPERVISOR NAME (PRINT)

[Signature]
SUPERVISOR SIGNATURE

2/13/17
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-20



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Clayton, Gary DATE: 07/02/2016

AREA: PTN FACILITY: TURKEY POINT SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 07/02/16 you were late for work arriving at 1743 hrs. Mr. Clayton this is your first late in a twelve month period, and per WPO-1307 you are being issued a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready to start shift at 1740 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant to WPO-1307 another infraction of this nature before 07/02/2017 could result in futher disciplinary action.

SUPERVISOR'S REMARKS:

Mr. Clayton, I know with your level of professionalism you will take the necessary steps to immediately correct these short comings.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: [Signature]
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 07/02/2016

SIGNATURE OF SUPERVISOR: [Signature]

DATE: 07/02/2016

SIGNATURE OF WITNESS: _____

DATE: _____

14-21



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Clinton, Jamal DATE: 11/16/2016

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 3430

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 11/15/2016 you were late to training. This is your first late notification in a rolling twelve month period. Per POL-1307 you are receiving an oral warning..

CORRECTIVE STEPS REQUIRED:

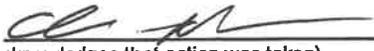
Be on time to training.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 11/15/2017 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 11/16/16

SIGNATURE OF SUPERVISOR: 

DATE: 11/16/2016

SIGNATURE OF WITNESS: _____

DATE: _____

14-22



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: COLEMAN VARGAS, ANYEA DATE: 1/29/2017

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): ON FILE

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 1/29/2017 you reported late for work at 1800 Hrs. Your schedule time for arrival at work is 1740 Hrs. This is your first late in a rolling twelve month period. Per WPO Policy 1307 you are hereby receiving an oral counseling.

CORRECTIVE STEPS REQUIRED:

S/O Coleman Vargas needs to report on time for work and work related activities.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be initiated if such an incident were to occur before 1/29/2018.

SUPERVISOR'S REMARKS:

Security Officer Anyea as a new officer, you need to report to work on time and show professionalism and growth within the organisation. If there is anything that I can do or assist you with please let me know. As your immediate supervisor I am open to what ever guidance that I can lend. Please feel free to approach me with what ever issues that you need assistance with.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Anyea C. Vargas*
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 2-2-17

Hannas Rankissoon
SUPERVISOR NAME (PRINT)

Hannas Rankissoon
SUPERVISOR SIGNATURE

2/2/2017
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14.23



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Cosby, Lashell DATE: 12/28/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 7398

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:
On 12/28/16 you reported late to work arriving at 0629 hrs. This is your second late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand.
First Late: 11/05/16

CORRECTIVE STEPS REQUIRED:
All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Should you repeat this offense again before 11/05/17 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 1/2/17

SIGNATURE OF SUPERVISOR:

DATE: 1/2/17

SIGNATURE OF WITNESS: _____

DATE: _____

14-24



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: CUEVAS, OMAR DATE: 11/12/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 0316

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 11/12/16 you called out sick from work at 0600 hrs. Per WPO-1307 you are to notify Supervision of any call outs at least one hour before the start of shift. This is your first late notification in a rolling twelve month period. Per WPO-1307 this is a Level II violation and you are receiving a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must notify Supervision of any call outs no later than 0440 hrs or one hour prior to shift.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 11/12/17 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: DATE: 1-31-17
(Signature does not mean agreement, but acknowledges that action was taken)

S. BARRERA SUPERVISOR NAME (PRINT) SUPERVISOR SIGNATURE 1-31-17 DATE

WITNESS NAME (PRINT) _____ WITNESS SIGNATURE _____ DATE _____

14-25





EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: CUEVAS, OMAR DATE: 8/26/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 0316

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 7/09/16 you were issued an attendance memo notifying you that you had exhausted all of your benefit time and that any future call outs would require documentation. The documentation would be reviewed by Management and they will determine if the absence is excused or not. On 8/26/16 you called out personal from work and failed to provide any documentation, therefore, this call out is not excused by Management. Per WPO-1037 this is a Level II violation and you are being issued a written reprimand for an unexcused absence.

CORRECTIVE STEPS REQUIRED:

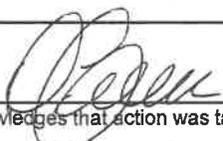
Any further call outs for 2016 will require documentation and have to be approved by Management in order for the call out to be considered an excused absence

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 12/12/16 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:  DATE: 10-1-16
(Signature does not mean agreement, but acknowledges that action was taken)

S Borne d SUPERVISOR NAME (PRINT)  SUPERVISOR SIGNATURE 10-1-16 DATE

WITNESS NAME (PRINT) _____ WITNESS SIGNATURE _____ DATE _____

14.2b





EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: CUEVAS, OMAR

DATE: 9/28/16

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 0316

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.

SUSPENSION for 1 days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 7/09/16 you were issued an attendance memo notifying you that you had exhausted all of your benefit time and that any future call outs would require documentation. The documentation would be reviewed by Management and they will determine if the absence is excused or not. On 9/28/16 you called out personal from work and failed to provide any documentation, therefore, this call out is not excused by Management. Per WPO-1037 this is a Level II violation and you are being issued a written reprimand and a one day suspension for an unexcused absence.(2nd Offense)

1st Offense - 8/26/16 - COP @ 2320 Hrs

CORRECTIVE STEPS REQUIRED:

Any further call outs for 2016 will require documentation and have to be approved by Management in order for the call out to be considered an excused absence

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 12/12/16 you will be issued further disciplinary action..

SUPERVISOR'S REMARKS:

Suspension will be served on 10/02/16 returning to work on 10/03/16.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 10-1-2016

S BONE II

SUPERVISOR NAME (PRINT)

SUPERVISOR SIGNATURE

10-1-2016

DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14.27

✓



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Edmond Delavoe DATE: 1/9/17

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 1/9/17 you called out personal for work at 1708 hrs. Per POL -1307 this is a level II violation and you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must notify Supervision of any call outs at least one hour before the start of shift.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you repeat this offense.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Edmond Delavoe*
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 1/21/17

R. Pineda
SUPERVISOR NAME (PRINT)

R. Pineda
SUPERVISOR SIGNATURE

1/21/17
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-28



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Edmond Delavoe DATE: 4/3/16

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): N/A

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 3/21/16 you arrived late for work at 1810 hrs. Per WPO-1308 you are being issued an oral counseling for your first late in a 12 month period.

CORRECTIVE STEPS REQUIRED:

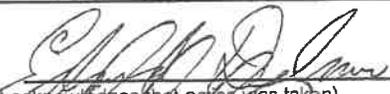
All Security Force members are expected to be present at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you have a repeat occurrence.

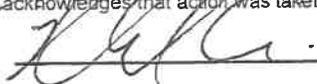
SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 4/3/16

SIGNATURE OF SUPERVISOR: 

DATE: 4.3.16

SIGNATURE OF WITNESS: _____

DATE: _____

14-29



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Albert Dominguez DATE: 6/4/17

AREA: _____ FACILITY: PTN SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 05/30/17 you were late for training arriving at 0723 hrs. This is your second late in a rolling twelve month period and per POL-1307 you are receiving a written warning.

CORRECTIVE STEPS REQUIRED:

Training was scheduled to start at 0600 hrs. Please make sure you are on time for work moving forward.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 08/23/17 you will receive further disciplinary action

SUPERVISOR'S REMARKS:

Mr. Dominguez, I know with your level of professionalism you will take the necessary steps to immediately correct these short comings.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: _____
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 6/4/17

DUBE FB
SUPERVISOR NAME (PRINT)

[Signature]
SUPERVISOR SIGNATURE

6-4-17
DATE

WITNESS NAME (PRINT) _____

WITNESS SIGNATURE _____

DATE _____

14.30



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Albert Dominguez DATE: 8/23/16

AREA: PTN FACILITY: TURKEY POINT SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 8/23/2016 you were late for work arriving at 1756 hrs. Mr. Dominguez this is your first late in a twelve month period, and per WPO-1307 you are being issued a Verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready at the start of shift.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant with WPO-1307 another infraction of this nature before 08/23/17 could result in further disciplinary action.

SUPERVISOR'S REMARKS:

Officer Dominguez, I know with your level of professionalism you will take the necessary steps to immediately correct these short comings and avoid further disciplinary action.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 8/25/16

FREDERICK DWSE
SUPERVISOR NAME (PRINT)

[Signature]
SUPERVISOR SIGNATURE

8/23/16
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

(4-31)



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Okima Ferguson

DATE: 5/30/17

AREA: _____ FACILITY: PTN SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.

SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 05/25/17 you were late for work arriving at 1803 hrs. This is your second late in a rolling twelve month period and per POL-1307 you are receiving a written warning.

CORRECTIVE STEPS REQUIRED:

Regular shift time is 0540/1740 please make sure you are on time for work.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 02/18/18 you will receive further disciplinary action

SUPERVISOR'S REMARKS:

Mrs. Ferguson, I know with your level of professionalism you will take the necessary steps to immediately correct these short comings.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

Charlotte Johnson
SUPERVISOR NAME (PRINT)

[Signature]
SUPERVISOR SIGNATURE

DATE: 5/30/17

5/30/17
DATE

WITNESS NAME (PRINT) _____

WITNESS SIGNATURE _____

DATE _____

14.32

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EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Okima Ferguson DATE: 2/19/17

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 2/18/17 you reported for work late @ 1841 hrs because you were not in possession of your Security badge. This is your second late in a rolling twelve month period. Per POL-1307 this is a level II violation and you are being issued an oral reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to be present and ready for duty at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you have a repeat occurrence.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 2/19/17

GABOR SIMOGA
SUPERVISOR NAME (PRINT)

SUPERVISOR SIGNATURE

2-19-17
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-33



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Okima Ferguson DATE: 04/21/16

AREA: PTN FACILITY: TURKEY POINT SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for 1 days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 04/16/16 you arrived late for work at 1746 hrs. Officer Ferguson this is your third late in a twelve month period, and per WPO-1307 you are being issued a Written reprimand and a One day suspension for 04/23/16

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready at the start of shift
Make the necessary adjustments which will allow you to arrive early for work so that any difficulties in your commute will not affect your timely arrival.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant to WPO-1307 another infraction of this nature before 06/01/16 could result in further disciplinary action.

SUPERVISOR'S REMARKS:

Officer Ferguson, I know with your level of professionalism you will take the necessary steps to immediately correct these short comings and avoid further disciplinary actions.

EMPLOYEE'S COMMENTS:

I would like to meet with management. I am working on getting the ticket dismissed.

SIGNATURE OF EMPLOYEE:
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 4/21/16

SIGNATURE OF SUPERVISOR:

DATE: 4/21/16

SIGNATURE OF WITNESS: _____

DATE: _____

14.34



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Okima Ferguson DATE: 04/06/16

AREA: PTN FACILITY: TURKEY POINT SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:
On 04/05/16 You called out late to Supervision @ 1930hrs. Officer Ferguson, this is your first late notification in a twelve month period. Per WPO-1308 failing to report to work or to contact the appropriate Supervisor within a reasonable or agreed on period of time. For this reason you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:
All Security Force Members must be present and ready at the start of shift

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Pursuant to WPO-1308 another infraction of this nature before 04/05/17 could result in futher disciplinary action.

SUPERVISOR'S REMARKS:
Officer Ferguson I know with your level of professionalism you will take the necessary steps to immediately correct these short comings.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 4/16/2016

SIGNATURE OF SUPERVISOR:

DATE: 4/6/16

SIGNATURE OF WITNESS: _____

DATE: _____

14.35



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: FERRO, JORGE

DATE: 12 AUG 2016

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 0372

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 8/12/16 you reported late to work arriving at 0555 hrs. This is your second late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand.

Prior late: 8/23/15 - Late in @ 1804 hrs

CORRECTIVE STEPS REQUIRED:

All SFM are required to be present and ready for duty at 0540 hours.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 08//1217 you will be issued a written reprimand and one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE:

8/12/16

SUPERVISOR NAME (PRINT)

SUPERVISOR SIGNATURE

DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-30



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Flores, Javier DATE: 5/18/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 1021

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 5/18/17 you called out sick from work at 0525 hrs. Per WPO Policy 1307 you are to notify Supervision of any call outs at least one hour before the start of shift. This is your first late notification in a rolling twelve month period. Per WPO-1307 this is a Level II violation and you are receiving a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members notify Supervision of any call outs at least one hour prior to start of shift or training.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 5/18/18 Performance Management will be administered.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: [Signature]
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 06/07/17

SIGNATURE OF SUPERVISOR: [Signature]

DATE: 06/07/17

SIGNATURE OF WITNESS: _____

DATE: _____

14.37



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Flores, Javier

DATE: 1/25/16

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 1021

TYPE OF ACTION:

ORAL WARNING WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 1/25/16 you reported late to work arriving at 0655 hrs. This is your first late in a twelve month period. Per WNS Policy 107 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 1/25/17 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 01/25/16

SIGNATURE OF SUPERVISOR:

DATE: 1/25/16

SIGNATURE OF WITNESS:

DATE: _____

14.35



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Franco, Milagros DATE: 8/9/2016

AREA: Shift FACILITY: PTN SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for 1 days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 8/9/2016 Officer Franco was late to shift at 1850 hours. This is a level II infraction in accordance with WPO-1307 Employee Standards Policy and Procedure. Security Officer Franco shall be suspended on 8/10/2016 for third late in a rolling 12 month period.

CORRECTIVE STEPS REQUIRED:

Officer Franco was informed that in the future she is required to adhere to the aforementioned policy.

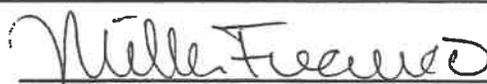
ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further application of the progressive discipline policy will take effect if same event takes place on or before 8/26/2016.

SUPERVISOR'S REMARKS:

Officer Franco, I know that you will take the appropriate steps to prevent this from happening in the future.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 8/10/16

SIGNATURE OF SUPERVISOR: 

DATE: 8/10/16

SIGNATURE OF WITNESS: _____

DATE: _____

14-39



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Geffrard, Antoine

DATE: 09/20/16

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 0006

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 09/20/16 you were viewed utilizing your cellular phone while sitting at the Final Access Officer post. The FAC Office is considered a level 1 post or staging area and per SY-AA-102-1034, 4.4 Par 2, Conduct Of Security, no cell phones are to be used in that area. Cellular phones are not permitted in the CAS, SAS, MTG FAC, NEB FAC or any compensatory positions.

CORRECTIVE STEPS REQUIRED:

Security Officer Geffrard, please review the Conduct Of Security procedures with regards to Personal Cellular telephones.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 09/20/17 you will be issued a reprimand in line with RSS POL-1308, Progressive Discipline.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 9/20/16

SIGNATURE OF SUPERVISOR:

DATE: 09/20/16

SIGNATURE OF WITNESS:

DATE: _____

14-40



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: David Gomez DATE: 11/29/16

AREA: PTN FACILITY: TURKEY POINT SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 11/29/2016 you were late for training arriving at 1425 hrs. Mr. Gomez this is your first late in a twelve month period, and per WPO-1307 you are being issued a Verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready at the start of shift.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant with WPO-1307 another infraction of this nature before 11/29/17 could result in further disciplinary action.

SUPERVISOR'S REMARKS:

Officer Gomez, I know with your level of professionalism you will take the necessary steps to immediately correct these short comings and avoid further disciplinary action.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: [Signature]
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 12/6/16

Dubé FB
SUPERVISOR NAME (PRINT)

[Signature]
SUPERVISOR SIGNATURE

12/6/16
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-41



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Gonzalez, Guillermo DATE: 06/18/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 7248

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 06/18/17 you reported late to work arriving at 0638 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal warning.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 06/17/18 you will be issued a written warning in line with POL-1308.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 6/19/2017

SIGNATURE OF SUPERVISOR:

DATE: 6/19/17

SIGNATURE OF WITNESS: _____

DATE: _____

14.42



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Gonzalez, Omar

DATE: 09/26/16

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 9117

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 09/16/16 you reported late to work arriving at 0705 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 09/16/17 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE:

9/26/16

SIGNATURE OF SUPERVISOR:

DATE:

9/26/16

SIGNATURE OF WITNESS:

DATE:

14-43



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Harris, Devorn

DATE: 4/14/16 | 14/17 ^a

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 8516

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 4/14/17 you reported late to work arriving at 0553 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 4/14/18 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE:

4/16/17

SIGNATURE OF SUPERVISOR:

DATE:

4-16-17

SIGNATURE OF WITNESS:

DATE:

14-44



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Harris, Devorn DATE: 4/3/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 8516

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

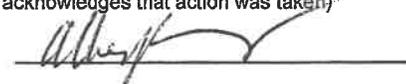
REASON(S) FOR DISCIPLINARY ACTION:
On 4/3/16 you reported late to work arriving at 0635 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:
All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Should you repeat this offense again before 7/31/16 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:  DATE: 4-3-16
(Signature does not mean agreement, but acknowledges that action was taken)
SIGNATURE OF SUPERVISOR:  DATE: 4-3-16
SIGNATURE OF WITNESS: _____ DATE: _____

14.45



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Harris, Nadia

DATE: 01/30/17

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 6209

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

0.55 hrs. @

On 01/20/17 you reported late to work arriving at 0745 hrs. This is your second late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 09/10/17 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

I was actually on time to work. However I did not have my licenses on my person. Even though I'm sure they're on file here somewhere. I went back home to get them.

SIGNATURE OF EMPLOYEE:

Nadia Harris

(Signature does not mean agreement, but acknowledges that action was taken)

DATE:

01/30/2017

SIGNATURE OF SUPERVISOR:

[Signature]

DATE:

1/30/17

SIGNATURE OF WITNESS:

DATE:

14-44



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Harris, Owen DATE: 7/04/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 1962

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 7/04/17 you reported late for work at 0623 Hrs. This your first late in a twelve month period. Per WPO Policy 1307, this is a level III violation and you are recieving a verbal reprimand. (Excused by J Rodriguez) Used Free Pass from Perfect Attendance.

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready to start shift no later than 0540 Hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 7/04/18 you will be issued a verbal reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Owen Harris* DATE: 7-9-17
(Signature does not mean agreement, but acknowledges that action was taken)

Wilmar Espinoza SUPERVISOR SIGNATURE DATE: 7/9/17
SUPERVISOR NAME (PRINT)

WITNESS NAME (PRINT) WITNESS SIGNATURE DATE

14-47



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Harrison, Travis DATE: 03/13/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 6415

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 03/13/17 you reported late to work arriving at 0634 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 03/13/18 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Travis Harrison*
(Signature does not mean agreement, but acknowledges that action was taken)
SIGNATURE OF SUPERVISOR: *[Signature]*
SIGNATURE OF WITNESS: _____

DATE: 3-13-2017
DATE: 3/13/17
DATE: _____

14-48



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Harvey, Marcella

DATE: 03/03/17

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 3153

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 03/03/17 you reported late to work arriving at 0620 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving an oral reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 03/03/18 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

ON 03/03/2017 AT 0500 HRS, CAPTAIN REYES WAS NOTIFIED OF MY LATE ARRIVAL. THIS IS MY FIRST LATE SINCE BECOMING EMPLOYED ON 02/11/2008

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 03/03/17

SIGNATURE OF SUPERVISOR:

DATE: 03/03/17

SIGNATURE OF WITNESS:

DATE: _____

14.49



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Jose Hernandez DATE: 6/21/17

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:
On 6/17/17 a Supervisor identified that vehicle 2299 had sustained damage. Through an investigation it was determined that you failed to perform/document a proper vehicle inspection causing the damage to go unnoticed. Per POL-1308 this is a level III violation "Failure to meet satisfactory job performance or behavior standards in the opinion of management" for procedure non compliance. Moreover, you are restricted from the OCA vehicle patrol until further notice.

CORRECTIVE STEPS REQUIRED:
Perform and document a proper vehicle inspection each time you operate a company vehicle.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Further disciplinary action will be issued should you repeat this offense.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Jose Hernandez* DATE: 6/25/17
(Signature does not mean agreement, but acknowledges that action was taken)
R. Charrel Arries SUPERVISOR SIGNATURE DATE: 6-25-17
SUPERVISOR NAME (PRINT)

WITNESS NAME (PRINT) WITNESS SIGNATURE DATE

14-50



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Jose Hernandez DATE: 10/22/16

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 10/19/16 you reported for work late @ 1751 hrs. This is your second late/early out in a rolling twelve month period. Per POL-1307 this is a level II violation and you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to be present and ready for duty at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you have a repeat occurrence.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Jose Hernandez*
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 10/22/16

J. SMITH

SUPERVISOR NAME (PRINT)

Jose

SUPERVISOR SIGNATURE

10/22/16

DATE

J. SMITH

WITNESS NAME (PRINT)

Jose

WITNESS SIGNATURE

10/22/16

DATE

14-51



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Jose Hernandez

DATE: 10/4/16

AREA: N/A

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.

SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 9/29/16 you went home early at 0050 hrs. Unfortunately you are out of compensable time. Per POL 1307 this is considered an unexcused early-out. This is your first unexcused early-out or tardy in a rolling twelve month period. For this reason you are being issued an oral reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to stay within G4S guidelines when it comes to personal attendance.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense you will be subject further disciplinary action.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE:

10/4/16

Eduardo Boer

SUPERVISOR NAME (PRINT)

SUPERVISOR SIGNATURE

10/4/16

DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14.52



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Thomas, Ava DATE: 3/21/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 9218

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 3/21/16 you called out sick from work at 0514 hrs. Per WPO-1307 you are to notify Supervision of any call outs at least one hour before the start of shift. This is your first late notification in a rolling twelve month period. Per WPO-1307 this is a Level II violation and you are receiving a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members notify Supervision of any call outs no later than 0440 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 3/21/17 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

Felt sick in the morning.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 3/30/16

SIGNATURE OF SUPERVISOR:

DATE: 3/30/16

SIGNATURE OF WITNESS:

DATE: 3/30/16

14.53



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Nashunbie Humphrey DATE: 2/23/17

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 2/23/17 you reported late for work @ 1745 hrs. This is your first late in a rolling twelve month period. Per POL-1307 this is a level II violation and you are being issued an oral reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to be present and ready for duty at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you have a repeat occurrence.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 2-24-17

G Bore

SUPERVISOR NAME (PRINT)

SUPERVISOR SIGNATURE

2/24/17

DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-50



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Hutcherson, Eric DATE: 10 / 18 / 2016

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 0513

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:
On 1/18/16 you reported late for training at 1530 hrs. Your scheduled time for training was 1400 hrs. This is your first late in a rolling twelve month period. Per WPO Policy 1307 you are receiving an Oral Counseling.

CORRECTIVE STEPS REQUIRED:
S/O Hutcherson needs to report on time for work and work related activities such as training.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Further disciplinary action will be initiated if such an incident were to occur before 10/18/2017.

SUPERVISOR'S REMARKS:
Training schedule was given out on shift briefing more than a week in advance and e mail was sent out to all security personnel on 10/12/2016 .

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: [Signature] DATE: 10/23/16
(Signature does not mean agreement, but acknowledges that action was taken)

HANRAS RANKASSOON SUPERVISOR NAME (PRINT) [Signature] SUPERVISOR SIGNATURE 10/23/2016 DATE

WITNESS NAME (PRINT) _____ WITNESS SIGNATURE _____ DATE _____

14-55



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Jermaine Johnson

DATE: 7/2/2017

AREA: PTN

FACILITY: TURKEY POINT

SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 7/01/2017 you forgot your license and as a result were late for work arriving at 1840 hrs. Mr. Johnson this is your first late in a twelve month period, and per WPO-1307 you are being issued a Verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready at the start of shift.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant with WPO-1307 another infraction of this nature before 07/01/2018 could result in further disciplinary action.

SUPERVISOR'S REMARKS:

Officer Johnson, I know with your level of professionalism you will take the necessary steps to immediately correct these short comings and avoid further disciplinary action.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE:

7/2/17

FREDERICK DUBE

SUPERVISOR NAME (PRINT)

F. Dube

SUPERVISOR SIGNATURE

7.2.17

DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-56



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Mary Jones

DATE: 7/7/17

AREA: N/A

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 7/5/17 you caused damage to Security vehicle 4174 while driving near the Fossil Plant. You immediately made proper notification to Supervision of the event. Per POL-1308 this is a Level II violation "unsatisfactory job performance in the opinion of management" and you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be aware of their surroundings and use HU tools such as STAR to ensure they stay event free.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you repeat this offense.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

Mary Jones

DATE:

7/9/17

Edwards Boze

SUPERVISOR NAME (PRINT)

[Signature]

SUPERVISOR SIGNATURE

7/9/17

DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-57



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Mary Jones DATE: 1/28/17

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 1/27/17 you reported for work late @ 1745 hrs. This is your first late in a rolling twelve month period. Per POL-1307 this is a level II violation and you are being issued an oral reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to be present and ready for duty at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you have a repeat occurrence.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: Mary Jones
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 1/31/17

GABOR SIMON
SUPERVISOR NAME (PRINT)

[Signature]
SUPERVISOR SIGNATURE

1/31/17
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-58



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Mary Jones

DATE: 1/11/16

AREA: N/A

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): N/A

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 1/11/16 you reported for work late arriving at 1820 hrs. This is your first late in a rolling twelve month period. Per WPO-1307 this is a level II violation and you are being issued a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to be present and ready for duty at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you have a repeat occurrence.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

Mary Jones

DATE:

1/11/16

SIGNATURE OF SUPERVISOR:

[Signature]

DATE:

1/11/16

SIGNATURE OF WITNESS:

DATE:

14-59



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Trey Lee DATE: 12/20/16

AREA: PTN FACILITY: TURKEY POINT SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:
On 12/17/16 you called out sick at 1423hrs to Supervision. Mr. Lee I must remind you that all of your sick/personal time has been exhausted. Therefore, your absense for this day is unexcused, and per WPO-1308 this is a level II violation. Mr. Lee, you are being issued a written warning for this type of infraction.

CORRECTIVE STEPS REQUIRED:
All Security Force Members must be present and ready at the start of shift

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Pursuant to WPO-1308 another infraction of this nature before 12/17/17 could result in futher disciplinary action.

SUPERVISOR'S REMARKS:
Mr. Lee I know with your level of professionalism you will take the necessary steps to immediatly correct these short comings.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: Trey Lee DATE: 12/20/16
(Signature does not mean agreement, but acknowledges that action was taken)

DUBEAS SDube 12/20/16
SUPERVISOR NAME (PRINT) SUPERVISOR SIGNATURE DATE

WITNESS NAME (PRINT) WITNESS SIGNATURE DATE

14-60



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Trey Lee

DATE: 8/19/16

AREA: PTN

FACILITY: TURKEY POINT

SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.

SUSPENSION for 1 days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 8/19/2016 you were late for work arriving at 1743 hrs. Mr. Lee this is your third late in a twelve month period, and per WPO-1307 you are being issued a Written reprimand and a One day suspension for 8/23/16.

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready at the start of shift.

Make the necessary adjustments which will allow you to arrive early for work so that any difficulties in your commute will not affect your timely arrival.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant with WPO-1307 another infraction of this nature before 12/05/16 could result in further disciplinary action.

SUPERVISOR'S REMARKS:

Officer Lee, I know with your level of professionalism you will take the necessary steps to immediately correct these short comings and avoid further disciplinary action.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: Trey Lee

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 8/20/16

FREDERICK ABE

SUPERVISOR NAME (PRINT)

[Signature]

SUPERVISOR SIGNATURE

8/20/16

DATE

C. Johnson

WITNESS NAME (PRINT)

C. Johnson

WITNESS SIGNATURE

8/20/16

DATE

14-61



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Trey Lee DATE: 8/1/16

AREA: PTN FACILITY: TURKEY POINT SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 08/01/16 you were late for work arriving at 1749 hrs. Mr. Lee this is your second late in a twelve month period, and per WPO-1307 you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready at the start of shift

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant to WPO-1307 another infraction of this nature before 12/05/16 could result in futher disciplinary action.

SUPERVISOR'S REMARKS:

Mr. Lee, I know with your level of professionalism you will take the necessary steps to immediately correct these short comings.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: Trey Lee
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 8/4/16

SIGNATURE OF SUPERVISOR: [Signature]

DATE: 8/4/16

SIGNATURE OF WITNESS: _____

DATE: _____

14.62



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Johanthon Leasing DATE: 03/12/16

AREA: PTN FACILITY: TURKEY POINT SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 03/09/16 You called out late to Supervision @ 1700hrs. Mr. Leasing this is your first late notification in a twelve month period. Per WPO-1308 failing to report to work or to contact the appropriate Supervisor within a reasonable or agreed on period of time. For this reason you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready at the start of shift

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant to WPO-1308 another infraction of this nature before 03/09/17 could result in further disciplinary action.

SUPERVISOR'S REMARKS:

Mr. Leasing I know with your level of professionalism you will take the necessary steps to immediately correct these short comings.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: _____
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 3/13/16

SIGNATURE OF SUPERVISOR: _____

DATE: 3/13/16

SIGNATURE OF WITNESS: _____

DATE: _____

14-63



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Legros, Emmanuel DATE: 12/10/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 5628

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 12/10/16 you reported late to work arriving at 0619 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 12/10/17 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 12/10/16

SIGNATURE OF SUPERVISOR:

DATE: 12-10-16

SIGNATURE OF WITNESS:

DATE: _____

14-64

Handwritten mark



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Legros, Emmanuel DATE: 7/11/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 5628

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for 1 days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On July 11, 2016, you failed to use a questioning attitude when being relieved, resulting in an improper post turnover. Per WPO-1308, this is a Level II violation due to unsatisfactory job performance in the opinion of G4S Management and you are receiving a one day suspension. You are reminded not leave post until properly relieved and to always conduct an effective and accurate post turnover when assuming or being relieved from post. A proper turnover includes verifying fitness for duty, possession of all required duty equipment, understanding of the post's responsibilities, and validation of the call signs being exchanged or relieved. This suspension will be served on Friday, July 15, 2016

CORRECTIVE STEPS REQUIRED:

Officer is reminded not leave post until properly relieved and to always conduct an effective post turnover, including verifying fitness for duty, possession of all required duty equipment, understanding of the post's responsibilities, and validation of the call signs being exchanged or relieved.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 7/11/17, the progressive disciplinary policy will be followed.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Emmanuel Legros*
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 7-11-16

SIGNATURE OF SUPERVISOR: _____

DATE: _____

SIGNATURE OF WITNESS: _____

DATE: _____

14.65



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Lopez, Adolfo DATE: 10/25/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 5535

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 10/25/16 you reported late to work arriving at 0620 hrs. This is your second late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand.

Prior late: 4/22/16 - Late in @ 0618 hrs

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 4/22/17 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: _____

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 10-25-16

SIGNATURE OF SUPERVISOR: _____

DATE: 10/25/16

SIGNATURE OF WITNESS: _____

DATE: _____

14-660



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: John Lopez DATE: 8/30/16

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 0268

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:
On 8/22/16 you arrived late for work at 1745 hrs. Per POL-1308 you are being issued an oral counseling for your first late in a 12 month period.

CORRECTIVE STEPS REQUIRED:
All Security Force members are expected to be present at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Further disciplinary action will be issued if you have a repeat occurrence.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:
(Signature does not mean agreement, but acknowledges that action was taken)
Richard Ariza
SUPERVISOR NAME (PRINT)

[Handwritten Signature]
SUPERVISOR SIGNATURE

DATE: 8/31/16
8/31/16
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14.67



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Luces, Christopher DATE: 8/01/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 1365

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 8/01/17 you reported late for work at 0915 Hrs. This your second late in a twelve month period. Per WPO Policy 1307, this is a level III violation and you are receiving a written reprimand.

First Offense: 9/18/16 Late in @ 0745 Hrs

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready to start shift no later than 0540 Hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 9/18/17 you will be issued a written reprimand and a day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 8-1-17

J. MACATNA
SUPERVISOR NAME (PRINT)

[Signature]
SUPERVISOR SIGNATURE

8/1/17
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-68



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Luces, Christopher

DATE: 7/9/16

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 1365

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 7/09/16 you reported late to work arriving at 0634 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 7/09/17 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 7-9-16

SIGNATURE OF SUPERVISOR:

DATE: 7-9-16

SIGNATURE OF WITNESS:

DATE: _____

14-69



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Armando Marquez

DATE: 5/02/2017

AREA: PTN

FACILITY: TURKEY POINT

SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 5/02/2017 you were late for work arriving at 1754 hrs. Mr. Marquez this is your first late in a twelve month period, and per WPO-1307 you are being issued a Verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready at the start of shift.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant with WPO-1307 another infraction of this nature before 05/02/2018 could result in further disciplinary action.

SUPERVISOR'S REMARKS:

Officer Marquez, I know with your level of professionalism you will take the necessary steps to immediately correct these short comings and avoid further disciplinary action.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 5/3/17

TRACY SCARFONE
SUPERVISOR NAME (PRINT)

Tracy Self
SUPERVISOR SIGNATURE

5/3/17
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-70



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Marquez, Henry

DATE: 08/08/2016

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 8936

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 08/08/2016 you reported to work without the required state licenses in your possession. Because of this, you were not able to arm up until 0730 hrs. This action constitutes reporting late to work. This is your first late in a rolling twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must report to work by 0540, and be ready, including fit for duty and with all required equipment and licenses and qualified for their position.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 08/08/17 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 08-08-16

SIGNATURE OF SUPERVISOR:

DATE: 08-08-16

SIGNATURE OF WITNESS:

DATE: _____

14-71



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Nelson Martin

DATE: 3/01/16

AREA: N/A

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): N/A

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 3/01/16 you arrived late for work at 1749 hrs. Per WPO-1308 you are being issued a oral counseling for your first late in a 12 month period.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to be present at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you repeat this offense.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 3-2-16

SIGNATURE OF SUPERVISOR:

DATE: 3-2-16

SIGNATURE OF WITNESS:

DATE: _____

14-72



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: David Martinez DATE: 02/08/2017

AREA: PTN FACILITY: TURKEY POINT SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 01/31/17 you were late for work arriving at 0628hrs. Mr. Martinez this is your second late in a rolling twelve month period and per WPO-1307 you are being issued a written reprimand

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready at the start of shift

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant to WPO-1307 another infraction of this nature before 08/29/17 could result in futher disciplinary action.

SUPERVISOR'S REMARKS:

Mr. Martinez I know with your level of professionalism you will take the necessary steps to immediately correct these short comings.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *David Martinez* DATE: 2-8-17
(Signature does not mean agreement, but acknowledges that action was taken)

Max Tai SUPERVISOR NAME (PRINT) *[Signature]* SUPERVISOR SIGNATURE 2/8/17 DATE

WITNESS NAME (PRINT) _____ WITNESS SIGNATURE _____ DATE _____

14-73



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Martinez, David DATE: 08/29/2016

AREA: _____ FACILITY: PTN SSN (LAST 4 DIGITS ONLY): N/A

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

Officer Martinez, on 08/29/2016 you were late for work arriving at 1744 hrs, therefore you are being issued an Oral Warning.

CORRECTIVE STEPS REQUIRED:

It is the responsibility of all Security Force members to be ready and rested for work or training. Officer Martinez you need to take the necessary steps to ensure that you arrive on time for work.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should there be any further attendance issues before 08/29/2017 you will be issued a Written Warning.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *David Martinez* DATE: 8/30/16
(Signature does not mean agreement, but acknowledges that action was taken)

STEWART J. P. H. SUPERVISOR NAME (PRINT) *[Signature]* SUPERVISOR SIGNATURE 8/29/16 DATE

WITNESS NAME (PRINT) _____ WITNESS SIGNATURE _____ DATE _____



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Mays, Kevin DATE: 02/13/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for 1 days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 02/08/17 you called out sick from work at 0524 hrs. This is your third late notification in a rolling twelve month period. Per WPO-1307 this is a Level II violation and you are receiving a written reprimand and a one day suspension. Your suspension will be served on Thursday, February 16, 2017 and you will return to work on Tuesday, February 21, 2017.

First Late C/O: 08/01/16

Second Late C/O: 11/07/16

CORRECTIVE STEPS REQUIRED:

All Security Force members notify Supervision of any call outs at least one hour prior to start of shift or training.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 8/01/17 you will be subject to an employment review.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:
(Signature does not mean agreement, but acknowledges that action was taken)
SIGNATURE OF SUPERVISOR:
SIGNATURE OF WITNESS: _____

DATE: 02/13/17
DATE: 2/13/17
DATE: _____

14-75



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Mays, Kevin DATE: 12/30/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 9963

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for 0 days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 11/17/16 you called out personal after having exhausted all of your benefit time. Per WPO-1307 this is a Level II violation and you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:

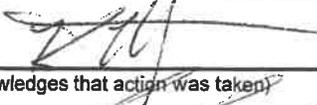
All further call outs for 2016 will require documentation and have to be approved by Management in order for the call out to be considered an excused absence.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

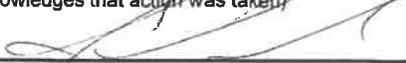
Should you repeat this offense again before 12/31/16 further disciplinary action will be issued.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 01/01/17

SIGNATURE OF SUPERVISOR: 

DATE: 1/1/17

SIGNATURE OF WITNESS: _____

DATE: _____

14-76



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Middlebrooks, Kawanza DATE: 7/09/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 5945

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 7/09/17 you reported late for work at 1107 Hrs. This your second late in a twelve month period. Per WPO Policy 1307, this is a level III violation and you are receiving a verbal reprimand.

First Offense: 9/26/16 Late in @ 0549 Hrs

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready to start shift no later than 0540 Hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 9/26/17 you will be issued a written reprimand and a day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 7/9/17

B. MELORE
SUPERVISOR NAME (PRINT)

LM
SUPERVISOR SIGNATURE

7-9-17
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-77



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Miley, Charlie DATE: 03/13/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 6120

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 03/09/17 you arrived late to work at 0643 hrs. This is your second late in a rolling twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand.

First Late : 05/23/16

CORRECTIVE STEPS REQUIRED:

All Security Force members are required to report for shift start at 0540 hrs..

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 05/23/18 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Charlie Miley*
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 3-13-17

SIGNATURE OF SUPERVISOR: *[Signature]*

DATE: 3/13/17

SIGNATURE OF WITNESS: _____

DATE: _____

14-78



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Milian, Roberto

DATE: 8/2/17

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 1963

TYPE OF ACTION:

ORAL WARNING WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.

SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 8/02/17 you reported late to work arriving at 0600 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force supervisors must be present and ready to start shift no later than 0530 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 8/02/18 you will be issued a written reprimand

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE:

8/6/17

J. Martin

SUPERVISOR NAME (PRINT)

[Signature]

SUPERVISOR SIGNATURE

8/6/17

DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-79



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Brandon Munroe S/O DATE: 06/19/2017

AREA: PTN FACILITY: TURKEY POINT SSN (LAST 4 DIGITS ONLY): _____

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 6/19/2017 you were late for work arriving at 1746 hrs. Mr. Munroe this is your first late in a twelve month period, and per WPO-1307 you are being issued a Verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force Members must be present and ready at the start of shift.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Pursuant with WPO-1307 another infraction of this nature before 06/19/2018 could result in further disciplinary action.

SUPERVISOR'S REMARKS:

Officer Munroe, I know with your level of professionalism you will take the necessary steps to immediately correct these short comings and avoid further disciplinary action.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: [Signature]
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 6-19-17

Stewart M. H
SUPERVISOR NAME (PRINT)

[Signature]
SUPERVISOR SIGNATURE

6-19-17
DATE

B
WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-80



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Jorge Perez DATE: 4/3/17

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 4/3/17 you called out personal for work at 1642 hrs. Per POL -1307 this is a level II violation and you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must notify Supervision of any call outs at least one hour before the start of shift.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you repeat this offense.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

Jorge Perez

DATE:

4-7-17

GABOR SIMOGA

SUPERVISOR NAME (PRINT)

Gabor Simoga

SUPERVISOR SIGNATURE

4-7-17

DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-8)



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Petrocelli, Patrick DATE: 05/29/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 7582

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 05/29/17 you reported late to work arriving at 0945 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level II violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 5/29/18 you will be issued further disciplinary action.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 6-7-17

SIGNATURE OF SUPERVISOR: 

DATE: 6-7-17

SIGNATURE OF WITNESS: _____

DATE: _____

14-82



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Petrocelli, Patrick DATE: 06/08/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 9924

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:
On 4/16/16 you were issued an attendance memo notifying you that you had exhausted all of your benefit time. On 06/08/16 you called out sick from work. Per WPO-1037 this is a Level II violation and you are being issued a written reprimand for an unexcused absence.

CORRECTIVE STEPS REQUIRED:
All further call outs for 2016 will require documentation and have to be approved by Management in order for the call out to be considered an excused absence.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Should you repeat this offense again before 06/08/17 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 6-11-16

SIGNATURE OF SUPERVISOR:

DATE: 6-11-16

SIGNATURE OF WITNESS:

DATE: 6/11/16

14-83



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Petrocelli, Patrick DATE: 5/14/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 7582

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for 1 days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:
On 5/14/16 you reported late to work arriving at 0639 hrs. This is your third late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand and a one day suspension to be served on 5/24/16 and return to work on 5/25/16.

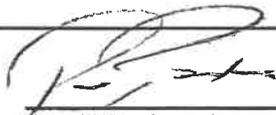
First late: 1/14/16 Late in @ 0646 hrs
Second late : 3/10/1 Late in @ 0755 hrs

CORRECTIVE STEPS REQUIRED:
All Security Force members must be present and ready to start shift no later than 0540 hrs.

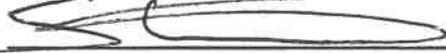
ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Should you repeat this offense again before 1/14/17 you will be issued further disciplinary action..

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 5-14-16

SIGNATURE OF SUPERVISOR: 

DATE: 5-14-16

SIGNATURE OF WITNESS: _____

DATE: _____

14-84



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Rached, Juan DATE: 10/26/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 0337

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 10/26/16 you reported late to work arriving at 0602 hrs. This is your second late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

Prior late: 3/6/16 - Late in @ 0704 hrs

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 03/06/17 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: [Signature]
(Signature does not mean agreement, but acknowledges that action was taken)
SIGNATURE OF SUPERVISOR: [Signature]
SIGNATURE OF WITNESS: _____

DATE: 11/03/16
DATE: 11/3/16
DATE: _____

14-85



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Angel Ramirez

DATE: 7/7/16

AREA: N/A

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): N/A

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 7/7/16 you reported for work late @ 1815 hrs. This is your second late in a rolling twelve month period. Per WPO-1307 this is a level II violation and you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to be present and ready for duty at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you have a repeat occurrence.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE:

7/8/16

SIGNATURE OF SUPERVISOR:

DATE:

7/8/16

SIGNATURE OF WITNESS:

DATE:

14-86



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Angel Ramirez DATE: 2/27/16

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): N/A

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for days DISCHARGE

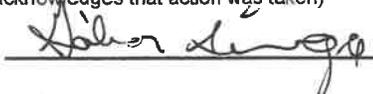
REASON(S) FOR DISCIPLINARY ACTION:
On 2/26/16 you reported to work late @ 1743 hrs. This is your first late in a rolling twelve month period. Per WPO-1307 this is a level II violation and you are being issued a verbal reprimand.

CORRECTIVE STEPS REQUIRED:
All Security Force members are expected to be present and ready for duty at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Further disciplinary action will be issued should you have a repeat occurrence.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:  DATE: 3/1/16
(Signature does not mean agreement, but acknowledges that action was taken)
SIGNATURE OF SUPERVISOR:  DATE: 3-1-16
SIGNATURE OF WITNESS: _____ DATE: _____

14-87



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Angel Ramirez DATE: 2/2/16

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): N/A

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 2/2/16 you called out sick for work at 1713 hrs. Per WPO -1307 this is a level II violation and you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:

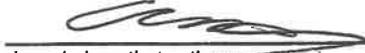
All Security Force members must notify Supervision of any call outs at least one hour before the start of shift.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you repeat this offense.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 2/4/16

SIGNATURE OF SUPERVISOR: 

DATE: 2-4-16

SIGNATURE OF WITNESS: _____

DATE: _____

14-88



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Reinoso, Agustin DATE: 06/04/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 2179

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for 1 days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 05/26/17 you reported late to work arriving at 0642 hrs. This is your third late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand and a one day suspension. Your suspension will be served on Thursday, June 08, 2017 and you will return to work on Friday, June 09, 2017.

1st Late: 06/15/16

2nd Late: 06/28/16

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 06/28/17 you will be subject to a disciplinary review.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Agustin Reinoso*
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 06/05/17

SIGNATURE OF SUPERVISOR: *John B...*

DATE: 06/5/17

SIGNATURE OF WITNESS: _____

DATE: _____

14-89



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Rodriguez, Julio DATE: 03/13/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 9915

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:
On 03/12/17 you arrived late to work at 0621 hrs. This is your second late in a rolling twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand.

First Late : 03/02/17

CORRECTIVE STEPS REQUIRED:
All Security Force members are required to report for start of shift no later than 0540 hrs..

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Should you repeat this offense again before 03/02/18 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: [Signature] DATE: 3/13/17
(Signature does not mean agreement, but acknowledges that action was taken)
SIGNATURE OF SUPERVISOR: [Signature] DATE: 3/13/17
SIGNATURE OF WITNESS: _____ DATE: _____

14-90



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Rodriguez, Julio DATE: 03/13/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 9915

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

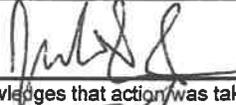
REASON(S) FOR DISCIPLINARY ACTION:
On 03/02/17 you reported late to work arriving at 0551 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:
All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Should you repeat this offense again before 03/02/18 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 
(Signature does not mean agreement, but acknowledges that action was taken)
SIGNATURE OF SUPERVISOR: 
SIGNATURE OF WITNESS: _____

DATE: 3/13/17
DATE: 3/13/17
DATE: _____

14-91



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Philip Ross DATE: 7/20/16

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): N/A

- TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 7/20/16 you arrived late for work at 1744 hrs. Per POL-1308 you are being issued an oral counseling for your first late in a 12 month period.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to be present at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you have a repeat occurrence.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 7-21-16

SIGNATURE OF SUPERVISOR: 

DATE: 7-21-16

SIGNATURE OF WITNESS: _____

DATE: _____

14-92



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: CHRISTOPHER, RUGEL

DATE: 6/20/16

AREA: SECURITY

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): On File.

TYPE OF ACTION:

ORAL WARNING

WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.

SUSPENSION for 1 days

DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

Security Officer Rugel on 6/15/2016 you reported late for duty @ 1746 Hrs. This resulted in a third late within a rolling twelve month period. As per WPO Policy 1307 this is a level 3 violation. You are hereby issue a written reprimand and a one day suspension effective 6/20/2016.

CORRECTIVE STEPS REQUIRED:

Reporting to work in a timely manner. Leaving home and giving yourself sufficient time to get to work, catering for any incidents on the road such as traffic etc. Setting your alarm clock to get up at an earlier time. Have your family members assist in waking you and leaving home much earlier.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

If this issue is not corrected and you report to work tardy before 6/28/2016 further disciplinary action will be issued.

SUPERVISOR'S REMARKS:

Security Officer Rugel is a model officer who works deligently and is always willing to work unassisted. With these characteristics in mind I would not not like to see further desciplinary action of this nature taking place. Please use all available means and corrective actions in remedying this situation. If you need any kind of assistance please let us know.

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:

(Signature does not mean agreement, but acknowledges that action was taken)

DATE:

6/20/2016

HARRIS RANK 21100
SUPERVISOR NAME (PRINT)

Randy Rankin
SUPERVISOR SIGNATURE

6/20/2016
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14-93



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Sanchez, Herman DATE: 03/13/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 2796

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 02/25/17 you reported late to work arriving at 0625 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 02/25/18 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: [Signature]
(Signature does not mean agreement, but acknowledges that action was taken)
SIGNATURE OF SUPERVISOR: [Signature]
SIGNATURE OF WITNESS: _____

DATE: 3/13/17
DATE: 3/13/17
DATE: _____

14-94

Admt



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Eric Santovenia DATE: 05/18/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 0020

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 4/20/17 you were issued an attendance memo notifying you that you had exhausted all of your benefit time. On 05/18/17 you earlied out personal from work. Per WPO-1037 this is a Level II violation and you are being issued a written reprimand for your first unexcused absence.

Attendance memo issued 4/20/17.

CORRECTIVE STEPS REQUIRED:

Any further call outs for 2017 will require documentation and have to be approved by Management in order for the call out to be considered an excused absence.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 05/18/18 you will be issued a written reprimand and a one day suspension.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 06-10-17

SIGNATURE OF SUPERVISOR:

DATE: 6-10-17

SIGNATURE OF WITNESS: _____

DATE: _____

14-95



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Santovenia, Eric DATE: 03/27/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 0839

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 03/23/17 you reported late to work arriving at 0839 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level II violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 3/23/18 you will be issued further disciplinary action.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 03.28.17

SIGNATURE OF SUPERVISOR: 

DATE: 3-28-17

SIGNATURE OF WITNESS: _____

DATE: _____

14-96

Adams



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Santovenia, Korey DATE: 06/08/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 9062

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

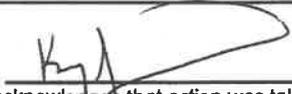
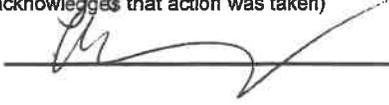
REASON(S) FOR DISCIPLINARY ACTION:
On 06/08/17 you reported late to work arriving at 0800 hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level II violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:
All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:
Should you repeat this offense again before 6/08/18 you will be issued further disciplinary action.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:  DATE: 6/10/17
(Signature does not mean agreement, but acknowledges that action was taken)
SIGNATURE OF SUPERVISOR:  DATE: 6-10-17
SIGNATURE OF WITNESS: _____ DATE: _____

14-97



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Korey Santovenia DATE: 04/20/17

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 9062

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 4/15/17 you had exhausted all of your benefit time. On 04/16/17 you called out personal from work. Per WPO-1037 this is a Level II violation and you are being issued a verbal reprimand for your first unexcused absence.

Attendance memo issued 4/20/17.

CORRECTIVE STEPS REQUIRED:

Any further call outs for 2017 will require documentation and have to be approved by Management in order for the call out to be considered an excused absence.

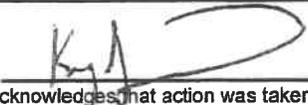
ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 12/31/17 you will be issued a written reprimand.

SUPERVISOR'S REMARKS:

EXCUSED PER JUAN RODRIGUEZ

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 4/20/17

SIGNATURE OF SUPERVISOR: 

DATE: 4/20/17

SIGNATURE OF WITNESS: _____

DATE: _____

14-98



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Steven Shinhoster DATE: 6/06/17

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): XXXX

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination.
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 6/06/17 you reported late for work @ 2001 hrs. This is your first late in a rolling twelve month period. Per POL-1307 this is a level II violation and you are being issued an oral reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to be present and ready for duty at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you have a repeat occurrence.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: *Steven Shinhoster*
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 6/07/17

G Boze
SUPERVISOR NAME (PRINT)

[Signature]
SUPERVISOR SIGNATURE

6/7/17
DATE

WITNESS NAME (PRINT)

WITNESS SIGNATURE

DATE

14.99



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Snyder, Berick DATE: 5/30/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 5821

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 5/30/16 you reported late to work arriving at 0600 hrs. This is your second late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a written reprimand.

First Late: 1/15/16 Late in @ 0719 Hrs

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 1/15/17 you will be issued a written reprimand and a one day suspension..

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 5-30-16

SIGNATURE OF SUPERVISOR:

DATE: 5/30/16

SIGNATURE OF WITNESS: _____

DATE: _____

14-100



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Brandon Stewart DATE: 4/13/16

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): N/A

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 4/2/16 and 4/3/16 you called out sick for work, for the same days, that a PTO request had been denied to attend a wedding. You were notified of the outage blackout in December 2015 when the 2016 work schedule was issued. This allowed you ample time to arrange a trade so as to get the weekend off without placing an additional, and unexpected burden on your shift. This is your first unexcused call out in a 12 month period. Per WPO-1307 this is a level II violation and you are being issued a written reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to stay within G4S guidelines when it comes to personal attendance.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense you will be subject further disciplinary action.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE:
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 4/13/16

SIGNATURE OF SUPERVISOR:

DATE: 4/13/16

SIGNATURE OF WITNESS: _____

DATE: _____

14-101



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Valdes, Gabriel

DATE: 7/15/16

AREA: PTN

FACILITY: PTN

SSN (LAST 4 DIGITS ONLY): 3009

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING

FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination

SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 7/13/16 you reported late to work arriving at 0545 Hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level III violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 7/13/17 you will be issued further disciplinary action.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: _____

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 7-15-16

SIGNATURE OF SUPERVISOR: _____

DATE: 7-18-16

SIGNATURE OF WITNESS: _____

DATE: _____

14-102



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Varela, Mark DATE: 2/26/16

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 5693

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 2/26/16 you reported late to work arriving at 0624hrs. This is your first late in a twelve month period. Per WPO Policy 1307 this is a Level II violation and you are receiving a verbal reprimand.

CORRECTIVE STEPS REQUIRED:

All Security Force members must be present and ready to start shift no later than 0540 hrs.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 2/26/16 you will be issued further disciplinary action.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: [Signature]
(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 3/1/16

SIGNATURE OF SUPERVISOR: [Signature]

DATE: 3/1/16

SIGNATURE OF WITNESS: _____

DATE: _____

14-103



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Young, Rommel DATE: 11/21/2016

AREA: PTN FACILITY: PTN SSN (LAST 4 DIGITS ONLY): 5902

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 11/21/2016 you were late to shift. This is your second late notification in a rolling twelve month period. Per POL-1307 you are receiving a written warning.

CORRECTIVE STEPS REQUIRED:

Be on time to shift.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Should you repeat this offense again before 5/27/2017 you will be issued a written reprimand and a suspension.

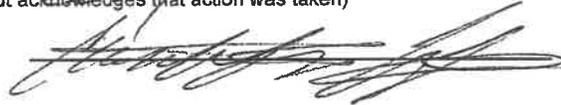
SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: 

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 11/24/16

SIGNATURE OF SUPERVISOR: 

DATE: 11/24/2016

SIGNATURE OF WITNESS: _____

DATE: _____

14-104



EMPLOYEE DISCIPLINARY/CORRECTIVE ACTION NOTICE

EMPLOYEE NAME: Rommel Young DATE: 6/4/2016

AREA: N/A FACILITY: PTN SSN (LAST 4 DIGITS ONLY): N/A

TYPE OF ACTION: ORAL WARNING WRITTEN WARNING
 FINAL WARNING: Your job is in jeopardy. Failure to comply with the conditions of this warning will result in your termination
 SUSPENSION for _____ days DISCHARGE

REASON(S) FOR DISCIPLINARY ACTION:

On 5/27/16 you arrived late for work at 1846 hrs. Per WPO-1308 you are being issued a oral counseling for your first late in a 12 month period.

CORRECTIVE STEPS REQUIRED:

All Security Force members are expected to be present at the designated time.

ACTION TO BE TAKEN IF ISSUE IS NOT CORRECTED:

Further disciplinary action will be issued should you repeat this offense.

SUPERVISOR'S REMARKS:

EMPLOYEE'S COMMENTS:

SIGNATURE OF EMPLOYEE: _____

(Signature does not mean agreement, but acknowledges that action was taken)

DATE: 6-4-16

SIGNATURE OF SUPERVISOR: _____

DATE: 6-4/2016

SIGNATURE OF WITNESS: _____

DATE: _____

14-105