SHAMROCK CARTAGE INC. INCIDENT REPORT

EMPLOYEE NAME: Sean Soward

DATE: 3/26/18 Night Shift

~~CALL OFF~~: New Hire in Training

INCIDENT: Ryder (Pepsi) Warehouse Manger wanting a new Spotter, And the Spotter he has now, off the property.

DESCRIPTION: Todd Hamilton Ryder (Pepsi) calls me at 12:30 am On the morning of 3/27/18. Shift started at 7pm of the evening of 3/26/18. Mr. Hamilton stated to me that he would like a new spotter and wants Mr. Soward off the property. When i asked do we have a problem with the spotter you have now. He answered with a "Yes we do, he told me Fuck You, You litte Bitch. So right away I Removed Mr. Soward from the property, And replaced him with John Ross. Mr. Soward finished his shift at the Kraft facility. (20 minutes waiting on Mr. Ross to relieve Mr. Soward) See page 2

SUPERVISOR SIGNATURE:

Mr. Soward & I talk!

EXHIBIT F

When asking Mr. Soward what happened at the work site.

It was about 12:40 am 5/27/18.

When I asked Mr. Soward what happened over there. His response was, "What are you talking about"? I responded Its 1am in the morning and I just got off the phone with the pepsi manager on duty. Then he replies with, "He called you? Oh it was nothing." I replied with, Did you drop F-bombs at him? He replied with He called me a dummy. So I asked again, what exactly happen? Mr. Soward explains this was all over a lock on the trailer. Warehouse asks if theres a lock on that specific trailer he's moving. Soward is thinking its a Glad Hand lock, And responds why would there be a lock on it, Im moving it, there is no lock.

~~Manager~~ Manager Todd H. meets the Spotter at the door he's delivering to. They both meet behind the trailer at the trailer door. And there's a lock on the trailer door. According to Mr. Soward words where exchanged He was called a dummy and the manager was called a little bitch. According to Todd Hamiton (Manager) He was told Fuck You! You little Bitch!

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, ther way I cant have my Spotters, Talking
, our Clients Dropping F-Bombs and using
profanity towards our Client, on a one and one
altercation. So I explained to Mr. Soward what if
he answered you, With a Who are you calling a
little bitch, He didnt have an answer. I said you
probaly would of had a physical fight out on
the lot. Pepsi is our client if you are in that
situation handle it like Aw Man that wasnt
Called for. (Trying to give him Scenerio's on how to
handle objectives) And then bring it to my attention
and I will handle the manager with his superiors.
Then i continue to tell Mr. Soward that John Ross
is coming to relieve you and your gonna go over
to Kraft. This is where Mr. Soward began to get upset
On "Why do I have to leave"! I explained the manager
wants you off the property and is requesting a new
Spotter. He answered with, This is Bull Shit! I did nothing
wrong. I tried explaining the Importance and Value
of Our customers (Client) he wasn't hearing it.
Or Understanding that Pepsi (Ryder) is Our customer.
Conversation Over Ross Replaced Soward.
Soward finished his shift at Kraft.

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oward has the next two days off 3/27 & 3/28.

On 3/28 I called Mr. Soward and reminded him, he is only on day 3 and your still in the training stages of our Columbus Facilities, I cant have you dropping profanity towards our clients. The customer service is what we strive on, to hold on to our customers for longer business. Before I could finish Soward cuts me off, And responds with "You Know What" You Know What your a dick and you can shove that job up your ass! And hung up on me... 20 minutes later Soward calls me back, I didnt answer He was hostile.

Brian Williamson

B. Williamson 3/28/18