EMPLOYER'S EXHIBIT

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SHAMROCK CARTAGE INC. INCIDENT REPORT

EMPLOYEE NAME: Shane Smith

DATE: 4/9/2018

CALL OFF:

INCIDENT: Suspension

DESCRIPTION: After I told Mr. Smith he is suspended & pending termination And I need him to grab his belongings And leave the property. He stated "You ratted me out, I'll be back with pay, and when I get back your done"

Note: This just adds to more intimidation from Mr. Smith. Less than a month ago, He intimidated New Hire Galen Hammond on purchasing a smart phone or else.

SUPERVISOR SIGNATURE: [signature]

EXHIBIT

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TFW LTE 4:19 PM

Done 4 of 7

Shamrock Cartage Inc.

Today April 9 2018, one of my employees Shane Smith, took it upon himself to contact PINC SOLUTIONS. PINC SOLUTIONS is a program we use installed in the trucks to operate our daily tasks. Shamrock and DHL are aware of this situation for over a month now. PINC ,DHL, Shamrock Cartage Inc. have been corresponding thru emails. And PINC Solutions are aware per Joe Hunt the general manager at DHL. That DHL and Shamrock Cartage Inc. is not responsible for the purchase order of the repairs needed in truck # 261. Kraft Foods is responsible for this purchase order and this has been pending for over a month. Mr.Smith took it upon himself to contact PINC SOLUTIONS with requests of the purchase order , Is the purchase order coming from Kraft or directly from myself meaning Shamrock Cartage Inc. Jerry Craft Supply Chain Manager at PINC SOLUTIONS emails me stating that driver Shane called wanting to know who is responsible for this purchase order. See attachments

I told Mr. Smith he is not allowed to contact any of Shamrock Cartage INC. or DHL logistics suppliers. This resulted in PINC SOLUTIONS emailing me (Shamrock Cartage Inc.) a customer quote of $3,279.93.

Sincerely,

Brian Williamson

Site Supervisor

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