

Corrective Action Report

Name: Ed Krumpe Dept: Quality ID#: 2183
Date/Time of Incident: On or before 05/27/16

Action to be taken: Documented Verbal Reprimand Written Warning
 Final Warning/ Suspension for _____ day(s) Discharge

Nature of Incident

- | | |
|--|--|
| <input type="checkbox"/> Unsatisfactory Work Performance | <input type="checkbox"/> Absenteeism |
| <input type="checkbox"/> Failure To Follow Schedule | <input type="checkbox"/> Reporting To Work In An Unfit Condition |
| <input type="checkbox"/> Failure To Follow Instructions | <input type="checkbox"/> Harassment/Creating A Hostile Environment |
| <input type="checkbox"/> Lack Of Cooperation | <input type="checkbox"/> Insubordination |
| <input type="checkbox"/> Working In An Unsafe Manner | <input type="checkbox"/> Theft |
| <input type="checkbox"/> Loafing | <input type="checkbox"/> Negligent Behavior |
| <input type="checkbox"/> Housekeeping | <input type="checkbox"/> Detrimental Behavior |
| <input type="checkbox"/> Inappropriate Conduct | <input type="checkbox"/> Gross Misconduct |
| <input type="checkbox"/> Timekeeping Errors | <input checked="" type="checkbox"/> Violation Of Company Policy |
| <input type="checkbox"/> Other: _____ | |

Employee Handbook Section(s): Section V, Paragraph R

Previous Corrective Action: 10/09/15 Documented Verbal Reprimand – Harassment/Creating a Hostile Environment and Violation of Company Policy

Facts of the Incident:

On or before 5/27/16, co-workers reported they found Ed's expressions and outward promotions of his personal opinions to be hostile, offensive, and disruptive to the workplace, including the following:

- On 5/27/16, Ed displayed the US flag upside down on his truck in the company parking lot.
- On another occasion, Ed is quoted as saying to a coworker things such as, "We're going to take the country back by force" and "We need to change things with bullets not ballots"
- On another occasion, Ed engaged in recruiting efforts by asking coworkers to join the **Liberty for All** organization and to donate to their cause.

Ed's expressions and communications in the workplace and on company property have extended beyond mere expressions of his political beliefs and instead appear to advocate for the use of violence against the federal government. As a result, his expressions and communications have offended and upset his coworkers and caused an unwanted disruption in the workplace.

Witnesses: Multiple

Employee's Comments:

Bullet points 2 and ¹⁵ ~~3~~ are false and untrue.
Bullet point 3 is partly true because an individual asked me about the group.

Desired Outcome:

Skills Inc. strives to provide a work environment free of unwelcomed conduct that creates an intimidating, hostile, or offensive work environment or unreasonably interferes with employee work performance. Skills also strives to prevent disruptions in its workplace that can result from the efforts of employees to advertise and solicit support for their own political beliefs and causes during worktime or on company property. Skills expresses no opinions regarding Ed's political beliefs, and he is of course free to advocate for his beliefs and engage in lawful expressions and communications when he is not at work and not on company property. However, when at work or on company property, Ed is to: (1) refrain from any further displays or communications that directly or indirectly condone or advocate for the use of violence; and (2) refrain from further efforts to use displays or communications of a political nature to advertise, and/or solicit support from his co-workers for, his political beliefs and causes. Skills strives to ensure that its expectations regarding employee conduct in the workplace are applied fairly. Accordingly, if Ed is aware of any other employees using company work time and/or company property to advocate for their own political beliefs and causes, Ed is encouraged to bring his concerns to HR.

Going forward, Ed must adhere to company policies, thereby promoting a safe and cooperative work environment. He must strive for a culture of teamwork, mutual respect, and productivity without unreasonable interference with company or workforce performance. Failure to achieve and sustain these outcomes will result in further corrective action, including termination of employment.

Signature of Supervisor: _____ Date: _____

I have read this report.

Signature of Employee:  Date: 6/10/16

Signature of Human Resources:  Date: 6/10/16