

Glenn Brown
 5111 Hillrose Dr
 Baxter, TN 38544

THE CHAIR

During the investigation of the death threats made in the Cookeville Goodwill worksite, a co-worker heard me make a reference to a "chair bomb" being made from some bullets found in the pockets of clothing donated to Goodwill.

When the ammunition was found, the sorter said "Hey Gary, you could make a chair bomb out of this."

I looked at it and said, "No, it won't make a good chair bomb," and turned the ammunition into the supervisor as procedures directed.

During the investigation the AR rep asked me why anyone would want to bomb a chair? The answer is simple. All of the woman's co-workers who referred to her as Bigfoot hated her chair. In a cramped, crowded workplace it was always in the way. She would spin in it yell that she was disabled and needed room. You would have to walk around or move stuff because she blocked the walkway. She worked half days and the remainder of the day it sat parked in the way of normal work operations. Because of having to constantly move it many co-workers would do creative things to destroy it.

Over the course of time many forms of damage was done to the chair. Twice it was pushed out of the processing area and customers attempted to buy it. One actually got out of the store and it had to be replaced. When she started leaving it in the tow motor's pathway. After a few times of pushing it out of the way with the tow motor, one brave operator lowered the forks off it and snapped the arms off. When she got a new one she left it in front of the hanger racks. After moving it a dozen times a day to work the elderly man who changed out the hangers tried to shove it into the trash compactor. The last event involved a mentally challenged girl who tripped over it while trying to reach across and get hangers. She was fighting and kicking like some monster bigfoot had hold of her. The chair lost a wheel in the battle. They had hell finding a replacement.

And if you wonder where the term chair bomb came from, I believe the first time was a comment made by management. She said if she don't keep this thing out of the way she was going to get rid of it. I said someone might donate some C-4. She said "Chair bomb, huh"

END

Excerpt from Gw Brown's novel Bigfoot regarding his seven years working for Goodwill. For more info write P08383, Cookeville TN 38503.

CORRECTIVE ACTION PLAN (CAP)

SECTION 1: EMPLOYEE INFORMATION			
Employee Name:	Job Title:	Date of Hire:	
Gary Brown	Processor		
Manager Name:	Job Title:		
Amranda Harrell	Store Manager		
Location: 316 Cookeville			
SECTION 2: REASON AND ACTION TAKEN			
Reason(s) for CAP:			
<input type="checkbox"/> Customer Rudeness and/or Complaint	<input type="checkbox"/> Failure and/or Refusal to follow Direction		
<input type="checkbox"/> Inappropriate Behavior	<input type="checkbox"/> Not Meeting Production		
<input type="checkbox"/> Safety Issue	<input type="checkbox"/> Unsatisfactory Performance		
<input checked="" type="checkbox"/> Violation of Company Policy/Procedure:	code of conduct inappropriate comments to co-workers		
<input type="checkbox"/> Other:			
All Prior Action Taken:	Documented Verbal Counseling	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Date:
	First Written Counseling	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Date:
Action Being Taken:	<input type="checkbox"/> Documented Verbal <input type="checkbox"/> First Written Counseling <input checked="" type="checkbox"/> Second Written Counseling		
SECTION 3: PROBLEM IDENTIFICATION			
Mr. Brown has referred to co-worker as big foot among other comments see attached statements.			

I was released from Goodwill last week, someone had heard me refer to another employee as Bigfoot, a common phrase used by everyone. The true reason was I reported an event to corporate that management didn't want known.

Gary Brown

SECTION 4: PERFORMANCE EXPECTATION

Never make inappropriate comments or gestures to co-workers

SECTION 5: ACTION TAKEN

Mr. Brown has been given his final warning on this violation. Should this occur again could lead to termination.

SECTION 6: ACKNOWLEDGEMENT AND CONSEQUENCE

	Print Name	Signature	Date
Employee:	Garry Brown	<i>Garry Brown</i>	2-5-19
Manager:	Amanda Hanny	<i>Amanda Hanny</i>	2-5-19
2 nd level Manager:	Jerry Vicky	<i>Jerry Vicky</i>	2-5-19
Witness:	Jessamine Murphy	<i>Jessamine V. Murphy</i>	2-5-19

Your behavior and/or performance is unacceptable and will not be tolerated. You must follow all company policies and procedures at all times. Failure to meet the performance expectation(s) above as well as sustain all areas of performance may lead to further discipline up to and including termination.

Affect of CAP

An employee is not eligible to apply for internal opportunities for 90 days after the date the First or Second Written Counseling was delivered.

Approval

- Documented Verbal** - No approval is needed to deliver counseling.
- First Written Counseling** - No approval is required for Managers to deliver counseling.
 - First Written Counseling** - 2nd level Manager approval is required for Assistant Store Managers and Lead Processors to deliver counseling.
- Second Written Counseling** - 2nd level Manager approval is required for all Managers to deliver counseling.
- Corrective Action which Skips the Counseling Steps** - Human Resources review and 2nd level Manager approval is required.
- Termination** - Company approval is required for all terminations.

Please note that the company reserves the right, in its sole discretion, to impose any corrective action it deems appropriate in a given situation. Corrective action may include, but is not limited to, verbal counseling, written counseling, suspension, and termination. The company reserves the right to deliver the level of corrective action it feels is appropriate based on the situation. Additionally, circumstances may warrant immediate termination of an employee without any prior corrective action.