



Ethan Womack <dudeinwrens@gmail.com>

Fw: Follow-Up on Recent Discussions and Communication Expectations

Womack, Ethan <erwomack@amazon.com>
To: "dudeinwrens@gmail.com" <dudeinwrens@gmail.com>

Mon, Nov 10, 2025 at 6:06 AM

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From: Womack, Ethan <erwomack@amazon.com>
Sent: Sunday, November 9, 2025 1:54 PM
To: Truax, Ryan <ryantru@amazon.com>
Cc: Wilson, Tori <vctwils@amazon.com>
Subject: Re: Follow-Up on Recent Discussions and Communication Expectations

I took a minute to look over everything and have no additional input, other than to state I was not intentionally ignoring your slack messages, i simply didn't get the notification and got busy working on drives- i apologize for any confusion this may have caused.

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From: Truax, Ryan <ryantru@amazon.com>
Sent: Sunday, November 9, 2025 1:30:43 PM
To: Womack, Ethan <erwomack@amazon.com>
Cc: Wilson, Tori <vctwils@amazon.com>
Subject: Follow-Up on Recent Discussions and Communication Expectations

Hello Ethan,

I wanted to follow up in writing after attempting to speak with you in person earlier today. You mentioned you did not wish to meet or speak in person because you felt annoyed with management and HR. I attempted to have discussion Via Slack but that was also ignored. I completely understand your frustration, but I do want to make sure we stay aligned and communicate clearly. Since you prefer not to meet in person, I'll outline everything here so we can keep moving forward.

My goal is to support you, make sure expectations are clear, and help resolve any issues or confusion that may be causing frustration. None of this is meant to be punitive — it's simply to ensure we're communicating and maintaining consistency with safety and operational standards. Attached is a document that clearly outlines our expectations and your role. I look forward to speaking with you and addressing any questions you may have.

- You did not report for your scheduled shift and did not provide notice that you would be late or absent.

For RME to plan daily work effectively, all associates are expected to communicate absences, tardiness, or early outs via Slack at least two hours before shift start (unless there's an emergency). This expectation was outlined in your first Thrive when I became your manager.

Resolution: Please notify me as soon as possible if you'll be out or late — even a quick Slack message is fine. If you wake up late or an unexpected situation occurs, just send a message once you're aware so I can plan coverage accordingly.

Stand-Up Attendance and Communication (Last Week)

- On Tuesday, you did not attend stand-up and were unresponsive on both radio and Slack for approximately eight hours. Response expectations are typically within 3–5 seconds. Multiple calls and messages were sent throughout the day while you were marked online.

Resolution: Please attend stand-up meetings each day and keep your radio on and Slack monitored at all times. Our job depends heavily on communication — if you're unreachable, it creates both workflow and potential safety concerns. Even when frustrated, maintaining basic communication is essential.

Work Order and Fiducial Completion (Sunday–Monday)

- You were assigned to close CEL work orders and replace fiducials. No CEL WOs were closed on those days, and no time was booked to them. On Monday, some time was booked to project WOs for fiducials but still no CEL closures. When we spoke prior to this, you confirmed you knew how to locate these WOs. On Tuesday, you performed well with assigned closures but were again unresponsive on the radio.

Resolution: When assigned to CELs and Firm Alarms, please prioritize high fiducials and close at least 20 WOs on your assigned floor — or up to 50 when supporting backlog. If you encounter barriers locating or completing these WOs, please reach out so I can assist.

ARSAW Jam-Clearing (Sunday, November 2)

- During operations, you declined to clear a jam on an ARSAW and made a comment indicating you did not intend to complete the task.

You've completed retraining on ARSAW operations, LOTO, PTP, and jam-clearing procedures, including shadowing another technician and re-completing your LOTO audit. The TAC 101/201 training and Amazon's safety policies require equipment to be powered down and restarted only through proper LOTO control.

Resolution: I want to understand if there's any part of the process that remains unclear or uncomfortable for you. If additional clarification, retraining, or a refresher would help, I can schedule that. However, refusal to perform assigned work or disengaging from communication is not acceptable.

I want to be clear that my intention is to help you succeed, not to criticize. I've made every effort to speak in person, as that's always the best way to resolve issues quickly and collaboratively. Since you've chosen not to meet, I'm documenting this conversation here for transparency and follow-up.

Please reply to confirm you've received this message and let me know if there's any specific support, clarification, or retraining you'd like me to provide.

Best Regards,

Ryan Truax

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