**Disciplinary Action:**

**I understand that I am being written up for not keeping equipment clean was told to get it washed and failed to**

**Review 2024**

Lets keep it professional/mature, lets not cuss, or yell. This is an order of events needing addressed.

* When Colby and Jamie wrecked the motor mount
* Excessive oil usage when I know the truck doesn’t burn any oil. Back-to-back weeks. Theft?
  + My costa sunglasses missing?
* Running with the differential locked in after I said you take it out and don’t go over 25 with it in.
* 12/4/24 Was supposed to dump sand and failed to leave early enough to make the round work and lied? on the time he was at the truck. Picture?? **Being honest**
* Not getting a full load on in Montana and taking the longer route adding unnecessary miles just to come back to Watertown
* Not filling out logs properly when was told for two weeks in a row by Sam After catching Colby not going it at all multiple days 1/26/2025
* Negligence when driving sick. Could have hurt himself or others on the road. Mother had to call and tell us he wasn’t right and then had to drive to Lake City to switch out and bring him back.
* Not keeping the truck clean
* Was told to let Sam know on when he was going to go start the truck because it was in the negatives and he just went and started it and didn’t let him know.
* 1/27 handed in paperwork and he didn’t finish filling out Trip Report on ending miles for 1/24 and other days
* Loading equipment properly, right. Damaging equipment or being safe.
* 1/28 Not letting me know you weren’t going to make it to dump beans called at 6:45
  + It seems if we tell the plan or what needs to be done it don’t get done.
* 1/30 talked with Sam on the phone saying how you aren’t “going to get the truck washed because you aren’t being paid to sit in line.” It is your job to make sure the truck is clean and Safe to operate.
* 1/30 had to make corrections on logs again still not filled out right.
* Planning ahead for fuel code, need ideally a 10 minute heads up.
* Telling ray about the sand over Christmas time when that should have been confidential on what he was doing.
* Montana load talking about pay with driver of another company.

**Solutions**

Can get rid of peridium because it seems like it’s being abused/ or an issue. Will just get paid the %

* + NO, Tv X-box an issue?
* Read text
* The text was a reminder what expectations of your job that you always had to do. Cussing at me when upset is not tolerated there should be mutual respect next time will be written up. This is our business, and we want it to succeed. Not making rounds on time isn’t acceptable because you left late since we pay you per diem. We want you to get to places safe and time efficient meaning leaving earlier if road conditions aren’t ideal, or not at all.

1/31/2025 – 10:20 am Colby dropped off paperwork and said the reason why he is quitting is ”because of the way Sam talked/texted to him is not ok”.(referring to text he took out of context.) Says “its unprofessional and not how we should do our business.” Made comment how he told Jammie, Ray, Parents and girlfriend on how we run our business. When asked why he is sharing our business he said because he can and they are his friends and family and he will tell them what he wants. Things he is saying is getting around the community and was brought to our attention by a business. His buddy ray then went to the shop our trailer was getting worked on at and asked the owner why our truck is there we were told. Prong for the tarp was yanked out.

* He said he has all his stuff after we gave him his flashlight.