Whom it may concern,

Subject: Resignation Notice

I am writing this letter to formally submit my resignation from my position at Ball’s Price Chopper (Store #40, 15970 S Mur-Len Rd, Olathe, KS 66062). It is unfortunate I have to give my resignation, but recent events have made it clear to me that continuing my employment at this organization is no longer feasible or in line with my personal and professional values.

Before I proceed further, I would like to clarify that I am addressing my concerns regarding Christopher Purdun (Produce Manager), whom I have referred to as Chris, in this letter. Chris's conduct and actions have been consistently in violation of the Price Chopper code of conduct, leading to a toxic work environment and the departure or department transfers of several team members, including myself, Ayman, and Greg.

One of the major issues I have witnessed during my time here is Chris's disregard for team members' availabilities. He has consistently ignored our schedules, causing disruptions and inconvenience that resulted in some team members quitting or transferring to different departments. This lack of consideration for our circumstances has been a source of frustration and dissatisfaction among the staff.

The incident that served as the final straw for me occurred when I informed Chris about my unavailability on Saturday, July 1st due to a prior commitment. Despite my availability not including Saturdays and the eight months of my employment working on most holidays and the days leading up to them, Chris showed a complete lack of empathy and disrespectfully stated, "If you're not going to be here on holidays, we don't need you at all," verbatim about Saturday, July 1st. I am scheduled to work July 3rd and 4th which are the two main holiday days. This comment not only demonstrated a lack of understanding but also displayed a complete disregard for my obligations and commitments.

Moreover, I have overheard Chris disparaging me on multiple occasions, spreading negative comments about me to other employees. He made remarks such as, "After this new sports car I bought, I will need to cut Jake's hours to pay for the insurance." Astonishingly, my hours did get cut following these comments. While it’s possible the reduction was coincidental, I strongly believe that Chris's toxic behavior extends beyond me, negatively impacting other employees under his supervision.

Chris's offensive conduct is not limited to me but extends to other staff members as well. He has repeatedly referred to the assistant manager, Alex, as **"retarded"** and made derogatory comments, including saying that Alex has **"AIDS"** and encouraging me to spread this misinformation. Such behavior is highly insensitive, and offensive, and goes against the principles of respect and inclusivity that Price Chopper upholds.

Additionally, Chris's commitment to his role appears to be in question. While most upper-**salaried** managers dedicate a significant amount of time to their responsibilities, often exceeding 45 hours per week, Chris consistently demonstrates a lack of commitment by leaving early on most days, never working more than 35 hours while being on **salary**. Furthermore, he frequently requests employees to work outside their availability, while he is rarely present during busy periods. This disparity in work ethic and expectation is unfair and creates an unhealthy work environment.

Furthermore, there have been instances of gross negligence and safety hazards caused by Chris's actions. He has regularly stacked pallets during truck unloads in front of the emergency exit, compromising the safety of the workplace. In addition, Chris punctured a gallon of chemicals for us to use when the pump for it broke, which resulted in fumes that caused team members to experience throat irritations. Despite the severity of the situation, Chris displayed a complete lack of concern and failed to address the issue appropriately. Team members had to resort to hiding the chemical in a separate room and wrapping it in foil to contain the smell. According to the CHEMSTAR safety data sheet for Sterilox Fresh PRODUCE MAXX in header 7 “**Avoid breathing vapors or mists. Keep container closed. Wash thoroughly after handling. Storage: Keep container in cool well ventilated area. Keep container tightly closed.**” Unfortunately, none of this was done by Chris who kept it in our main cutting room opened in a not well-ventilated area and we still had to handle the agent and manually mix it in the sink with water to wash fruit, risking further harm. Risking further harm to not only the staff but possibly customers, in header 2 it says “**Product at use dilution (1 part product to 120 parts water)**” which we had no way of knowing how much to use and Chris told us to dump a decent amount in there and in hindsight this would be WAY over 1/120. It appears only in large doses of this being consumed does harm occur but with no way to measure it too much could have been used. Chris's absence during the fallout, coupled with his two-week vacation during its worst phase, highlights a significant lack of accountability and responsibility on his part.

Moreover, Chris's approach to managing tasks and projects is profit-driven to an excessive degree. He frequently sets arbitrary and unrealistic timeframes for completing tasks, causing unnecessary stress and pressure among the team. On top of this when we do truck unload for our fruits and vegetables he rarely has us write the date on them unless a store visit is soon, on a few occasions I was told to date everything in the cooler with a made-up date before a store walk. On a few occasions when we were unloading the truck he would stand in the warmer cutting room watching us through the window while we unloaded the truck without the help of Chris only for him to come in when we finished saying we didn’t do it fast enough and that he was timing us and that we could have finished a few pallets in 15 minutes which is highly unrealistic and shows his lack of work ethic while burdening fellow employees. Furthermore, he becomes easily angered and lectures team members when they deviate from his preferred methods, disregarding their expertise and the possibility of alternative approaches. A wonderful example of this is with Bill, a team member in produce who has decades of experience managing produce stores and working in produce distribution centers being constantly ignored by Chris and ridiculed for the way he performs some tasks. Often the way he does it is much faster and more efficient but it is not the way Chris wants it done so it is pushed aside. I have personally learned some awesome tips and tricks from Bill who is a very nice man that on a few occasions was mocked for his age by Chris, who said things such as **“That’s great, for your age”** and “Are you sure you are strong enough to handle the watermelons all by yourself” which I find to be incredibly offensive seeing as how he is such a hard worker and was even willing to work after an arm surgery he is soon having to be disrespected by Chris. Such behavior is not aligned with the spirit of the family-friendly environment envisioned by Sidney and Mollie Ball, the founders of Price Chopper.

Given the persistent pattern of misconduct, toxic behavior, disregard for employee well-being, and safety concerns, I can no longer continue my employment at Price Chopper under Chris's leadership. It is disheartening to witness the erosion of the values and principles that this organization stands for, and I believe it is in the best interest of both the employees and the company that a change in management is considered.

Please consider this letter as my formal resignation, my last day will be Friday, July 7th per request by Chris (I did offer two weeks but he said that schedule wasn’t out yet so July 7th would be my final day). I will return my baler and trash compactor keycard and finish my final shifts next week.

I would like to express my gratitude to the rest of the team who have shown tremendous support and dedication throughout my time at Price Chopper. I have had the opportunity to work with talented individuals who embody the true spirit of teamwork and collaboration.

I kindly request that you provide me with the necessary information regarding my final paycheck, accrued vacation days, and any other pertinent details related to my departure.

I genuinely hope that Price Chopper can address the issues highlighted in this letter and create a more positive and respectful work environment for its employees. I sincerely believe in the company's potential and its ability to uphold the values it was founded upon.

Thank you for your understanding and attention to this matter. I appreciate the opportunities I have had during my time at Price Chopper, and I wish the company continued success in the future.

Sincerely,

Jake Zamarripa