



Jaime Barnhart &lt;jbarnhart@dropbox.com&gt;

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**Richard Linyard**

8 messages

**Anna Shova** <ashova@dropbox.com>

Wed, Oct 2, 2019 at 10:48 AM

To: Jaime Barnhart &lt;jbarnhart@dropbox.com&gt;, Claudia Revelo-Lee &lt;claudia.revelo-lee@theservicecompanies.com&gt;

Cc: TuckShopOps &lt;tuckshopops@dropbox.com&gt;, SF Ops Team &lt;sfops@acrobatoutsourcing.com&gt;

Hi Jaime and Claudia!

I am following up about our AM Porter Richard.

I would like to schedule another serious conversation with you and him. Other managers noticed him being on the phone, using liberty, working very slow and caught him standing in Micro Kitchens and not following job descriptions. During Porters meetings he is not paying attention at all and after he would continue making the same mistakes which just were discussed with everyone.

He is a good person, but I am not seeing him improving even after made adjustments for his role on our team. I have to micromanage him and always double checking.

Can we talk with him again and warn him if he is not going to change and improve work quality we will be looking for different options. I do appreciate him being on time here, but there are so many other things needs to be done during the day.

Thank you and open to your suggestions about this matter

Kindly,  
Any

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**Anna Shova****Food and Beverage Operations Coordinator**[ashova@dropbox.com](mailto:ashova@dropbox.com)**1800 Owens Street, San Francisco**

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**Jaime Barnhart** <jbarnhart@dropbox.com>

Wed, Oct 2, 2019 at 10:50 AM

To: Anna Shova &lt;ashova@dropbox.com&gt;

Cc: Claudia Revelo-Lee &lt;claudia.revelo-lee@theservicecompanies.com&gt;, TuckShopOps &lt;tuckshopops@dropbox.com&gt;, SF Ops Team &lt;sfops@acrobatoutsourcing.com&gt;

Hello Anna,

Got it. I am disappointed to hear that Richard isn't improving on these issues, I will add these details to his notes. I can speak with him today, what time works best to do so?

Thank you,

**Jaime Barnhart**

Onsite Supervisor at Dropbox

The Service Companies

1800 Owens Street | San Francisco, CA 94158

**C: 415-590-0384 O: 415-431-8826 ext 1****E: [Jaime.Barnhart@TheServiceCompanies.com](mailto:Jaime.Barnhart@TheServiceCompanies.com)**

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**Connie Collica** <conniec@dropbox.com>

Wed, Oct 2, 2019 at 11:00 AM

To: Jaime Barnhart <jbarnhart@dropbox.com>

Cc: Anna Shova <ashova@dropbox.com>, Claudia Revelo-Lee <claudia.revelo-lee@theservicecompanies.com>, TuckShopOps <tuckshopops@dropbox.com>, SF Ops Team <sfops@acrobatoutsourcing.com>

Hi Jaime and Anya,

+1 to what Anya said, and I'd like to add my first hand account about Richard as well if you don't mind my chiming in here :)

With Richard, it seems everything we tell him is in one ear, and out the other. Please address with a serious written warning if possible because he needs to be made aware that he is at risk for reassignment unless his performance improves.

Anya and the team has been flexible with his work load and struggles, and I have caught him myself doing nothing, leaning, and being on his phone in working areas, during working hours. We want to get ahead of this before our superiors and co-founders see this for themselves.

Thank you!

Connie Collica

**Senior Food and Beverage Operations Manager**

1800 Owens Street, San Francisco



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To view this discussion on the web visit <https://groups.google.com/a/dropbox.com/d/msgid/tuckshopops/CADAJ6%3DvNmYcz850izkqHSX4YHxAdn49v3M6Sw9uUMcEkyAtCwg%40mail.gmail.com>.

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**Anna Shova** <ashova@dropbox.com>

Wed, Oct 2, 2019 at 11:02 AM

To: Connie Collica <conniec@dropbox.com>

Cc: Jaime Barnhart <jbarnhart@dropbox.com>, Claudia Revelo-Lee <claudia.revelo-lee@theservicecompanies.com>, TuckShopOps <tuckshopops@dropbox.com>, SF Ops Team <sfops@acrobatoutsourcing.com>

Appreciate Connie for your important notes! Thank you all!

Jaime, you can meet him at 3pm. Where would like to meet?

Thank you,  
Anya

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**Anna Shova** <ashova@dropbox.com>

Wed, Oct 2, 2019 at 11:40 AM

To: Connie Collica <conniec@dropbox.com>

Cc: Claudia Revelo-Lee <claudia.revelo-lee@theservicecompanies.com>, Jaime Barnhart <jbarnhart@dropbox.com>, SF Ops Team <sfops@acrobatoutsourcing.com>, TuckShopOps <tuckshopops@dropbox.com>

Jaime !

Adding on

Right now I saw Richard showing his bad attitude to Jason, DMO Manager.

Jason explain to him that till 12pm he needs to bring dishes to 6th floor (as we all train him)

Richards reaction was very unpleasant and he didn't care what Jason tries to tell him

Unacceptable!

Anya

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**Jaime Barnhart** <jbarnhart@dropbox.com>

Wed, Oct 2, 2019 at 12:13 PM

To: Anna Shova <ashova@dropbox.com>

Cc: Connie Collica <conniec@dropbox.com>, Claudia Revelo-Lee <claudia.revelo-lee@theservicecompanies.com>, SF Ops Team <sfops@acrobotoutsourcing.com>, TuckShopOps <tuckshopops@dropbox.com>

Hello Anna,

Got it, With all of these details I will draft up a written warning and present this to him at 3pm today. I can meet him at the starship.

Best,

**Jaime Barnhart**

Onsite Supervisor at Dropbox

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1800 Owens Street | San Francisco, CA 94158

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**E: [Jaime.Barnhart@TheServiceCompanies.com](mailto:Jaime.Barnhart@TheServiceCompanies.com)**

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**Anna Shova** <ashova@dropbox.com>

Wed, Oct 2, 2019 at 12:34 PM

To: Jaime Barnhart <jbarnhart@dropbox.com>

Cc: Claudia Revelo-Lee <claudia.revelo-lee@theservicecompanies.com>, Connie Collica <conniec@dropbox.com>, SF Ops Team <sfops@acrobotoutsourcing.com>, TuckShopOps <tuckshopops@dropbox.com>

Thank you Jaime!

I will let him know

Anya

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**Jaime Barnhart** <jbarnhart@dropbox.com>

Wed, Oct 2, 2019 at 4:08 PM

To: Anna Shova <ashova@dropbox.com>

Cc: Claudia Revelo-Lee <claudia.revelo-lee@theservicecompanies.com>, Connie Collica <conniec@dropbox.com>, SF Ops Team <sfops@acrobotoutsourcing.com>, TuckShopOps <tuckshopops@dropbox.com>

Hello Anna,

I just wanted to follow up and let you know I have presented the written warning to Richard in regards to his performance issues, and phone usage. I also touched base on the Jason Thomas interaction as well. He is aware his performance and overall attitude needs to be improved, otherwise it will result in cancellation.

Thank you,

**Jaime Barnhart**

Onsite Supervisor at Dropbox

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**E: [Jaime.Barnhart@TheServiceCompanies.com](mailto:Jaime.Barnhart@TheServiceCompanies.com)**

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