



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

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**Chris Lopez**

9 messages

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

Tue, Nov 12, 2019 at 8:58 AM

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

Cc: Ariel Hasbun &lt;ariel@acrobatoutsourcing.com&gt;, TuckShopOps &lt;tuckshopops@dropbox.com&gt;

Hi Jaime and Claudia!

I would like to check in if Chris Lopez contacted Acrobat and let you guys know that he was late today. Please confirm with me this information

He texted me that he was running late on 5 minutes. Physically he checked in with me at 6:53am (his shift started at 6:30am)

I would like to investigate and confirm this information.

Thank you,  
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>

Tue, Nov 12, 2019 at 11:10 AM

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

Cc: Claudia Revelo-Lee &lt;claudia.revelo-lee@theservicecompanies.com&gt;, Ariel Hasbun &lt;ariel@acrobatoutsourcing.com&gt;,

TuckShopOps &lt;tuckshopops@dropbox.com&gt;

Hello Anna,

I have no record of Chris reaching out to myself, Claudia, or the main office. This technically counts as a breach of his current final warning, please advise how you would like to proceed.

Best,

**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>


Tue, Nov 12, 2019 at 11:13 AM

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

Cc: Anna Shova &lt;ashova@dropbox.com&gt;, Claudia Revelo-Lee &lt;claudia.revelo-lee@theservicecompanies.com&gt;, Ariel Hasbun &lt;ariel@acrobatoutsourcing.com&gt;, TuckShopOps &lt;tuckshopops@dropbox.com&gt;

Hi Jaime,

I'm curious: Can you see what time Chris actually clocked in today?

Connie Collica  
Senior Food and Beverage Operations Manager  
1800 Owens Street, San Francisco  


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**Ariel Hasbun** <[ariel@acrobatoutsourcing.com](mailto:ariel@acrobatoutsourcing.com)>

Tue, Nov 12, 2019 at 11:15 AM

To: "conniec@dropbox.com" <[conniec@dropbox.com](mailto:conniec@dropbox.com)>, Jaime Barnhart <[jbarnhart@dropbox.com](mailto:jbarnhart@dropbox.com)>

Cc: Anna Shova <[Ashova@dropbox.com](mailto:Ashova@dropbox.com)>, Claudia Revelo-Lee <[claudia.revelo-lee@theservicecompanies.com](mailto:claudia.revelo-lee@theservicecompanies.com)>,  
TuckShopOps <[tuckshopops@dropbox.com](mailto:tuckshopops@dropbox.com)>

Hello Connie,  
His actual clock in was at 6:44am.

Best,

Ariel Hasbun  
Operations Manager

The Service Companies  
[665 3rd St - Suite 415 | San Francisco, CA 94107](#)

O: 415.373.1218 M: 510.421.1405  
E: [ariel.hasbun@theservicecompanies.com](mailto:ariel.hasbun@theservicecompanies.com)

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2276 ext. 2207



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**From:** Connie Collica <[conniec@dropbox.com](mailto:conniec@dropbox.com)>

**Sent:** Tuesday, November 12, 2019 11:13 AM

**To:** Jaime Barnhart <[jbarnhart@dropbox.com](mailto:jbarnhart@dropbox.com)>

**Cc:** Anna Shova <[Ashova@dropbox.com](mailto:Ashova@dropbox.com)>; Claudia Revelo-Lee <[claudia.revelo-lee@theservicecompanies.com](mailto:claudia.revelo-lee@theservicecompanies.com)>; Ariel Hasbun <[ariel@acrobatoutsourcing.com](mailto:ariel@acrobatoutsourcing.com)>; TuckShopOps <[tuckshopops@dropbox.com](mailto:tuckshopops@dropbox.com)>

**Subject:** Re: Chris Lopez

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

Tue, Nov 12, 2019 at 11:16 AM

To: Jaime Barnhart <jbarnhart@dropbox.com>

Cc: Ariel Hasbun <ariel@acrobatoutsourcing.com>, Claudia Revelo-Lee <claudia.revelo-lee@theservicecompanies.com>, TuckShopOps <tuckshopops@dropbox.com>

Hi Jaime!

Thank for your follow up  
I would like to write up Chris with Final warning

- being on the phone during work hours
- being late - At least once a week
- not contacting Acrobat team about being late

Honestly I want to go downstairs and check what he wrote on the paper with adjusting hours

Please let him know that this is the final note. Any issues will come up he will be reassigned immediately with no opportunity to come back

Let me know what time works for you  
For me 2:15pm

Thank you,  
Any

On Tue, Nov 12, 2019 at 11:11 AM Jaime Barnhart <jbarnhart@dropbox.com> wrote:

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

Tue, Nov 12, 2019 at 11:22 AM

To: Anna Shova <ashova@dropbox.com>

Cc: Ariel Hasbun <ariel@acrobatoutsourcing.com>, Claudia Revelo-Lee <claudia.revelo-lee@theservicecompanies.com>, TuckShopOps <tuckshopops@dropbox.com>

Hello Anna,

Got it, I can present this to Chris. Seeing as I will be meeting with Gina at 2:30pm, it may be best to speak with Chris a little earlier than 2:15. Is there an earlier time that works?

Best,

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

Tue, Nov 12, 2019 at 11:33 AM

To: Jaime Barnhart <jbarnhart@dropbox.com>

Cc: Ariel Hasbun <ariel@acrobatoutsourcing.com>, Claudia Revelo-Lee <claudia.revelo-lee@theservicecompanies.com>, TuckShopOps <tuckshopops@dropbox.com>

Thank you Ariel and Jaime!

I will let Chris know to meet you at 2:15

Thank you,  
Any

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

Tue, Nov 12, 2019 at 1:19 PM

To: Anna Shova <ashova@dropbox.com>

Cc: Ariel Hasbun <ariel@acrobatoutsourcing.com>, Claudia Revelo-Lee <claudia.revelo-lee@theservicecompanies.com>, TuckShopOps <tuckshopops@dropbox.com>

Hello Anna,

Just to follow up, Per our conversation I will be cancelling Chris today, due to his attitude and behavior towards you that he exhibited today when you asked him for assistance with a task and he looked at you and ignored you and then proceeded to complain that he is being picked on and that "you're a bad manager". I will follow up with him at the end of the day today.

Best,

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

Tue, Nov 12, 2019 at 1:53 PM

To: Jaime Barnhart <jbarnhart@dropbox.com>

Cc: Ariel Hasbun <ariel@acrobatoutsourcing.com>, Claudia Revelo-Lee <claudia.revelo-lee@theservicecompanies.com>, TuckShopOps <tuckshopops@dropbox.com>

Thank you Jaime for your time.

Please proceed reassignment after the conversation. Please during the conversation make an accent on his work performance and not listening. Because of the history of multiple coachings and written ups he is getting reassigned today.

As this will be your final chance to talk with him please use this moment to coach him and inspire to improve himself. I would much appreciate that!

I would rather use this time for final coaching and wish him the best of luck to improve his work situation.

I did have a good moments of working with him and appreciate that. Today his attitude shows his inexperience and not listening to none of us. I would appreciate a lot if you conversation will be more about him than about how he upset me with words and attitude. He has potential and I wish he could use it here with us..

Thank you again!

Any

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