

Rodney Robinson - Jermaine Gonzales Issue

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To: conniec@dropbox.com <conniec@dropbox.com>; natehoffa@dropbox.com <natehoffa@dropbox.com>
Cc: Ariel Hasbun <Ariel.Hasbun@theservicecompanies.com>

Hello Connie,

I have intentionally left Anna out of this email because parts of it involve her conduct.

Rodney came to me today to discuss some issues he's been having while training with Jermaine. He explained that when he was first hired he was made aware of the policies we have surrounding profanity/vulgar language, flirtatious behavior, and the volume of your voice while working in and around the building. Upon Rodney first training with Jermaine, he realized that Jermaine breaks most of these policies by using cuss words, constantly inserting himself into conversations with internal dropboxers (females), and constantly being loud.

Rodney stated that he likes to maintain a professional attitude and by training with someone who is not following policies, he feels as if this directly affects his own reputation. Rodney advised me that he did bring some of this to Anna's attention during the micro kitchen meeting last week, and that he felt as if Anna defended Jermaine by making it sound as if that's just his personality and that since Jermaine is a good worker, it's ok for him to have these issues.

Rodney then also let me know that he felt as if Jermaine was upset that Rodney had mentioned his concerns in the meeting, and that he was giving him the cold shoulder, this was later on confirmed when Jermaine approached Rodney in an aggressive manner while they were both in the 7th floor storage area (Panda). Rodney stated that Jermaine said "Hey bro, Hey, I don't give a sh*t what you do, I'm just telling you whatever Anna tells me to tell you, I don't give a sh*t" while expressing aggressive body language. Rodney states that he brought this situation to Anna's attention yesterday 2/18, and that Anna once again defended Jermaine and even went as far as insinuating that his behavior and personality is caused by the fact that he was "locked up" for a long time, and that he is adapting to being out and interacting with people.

My concerns here are that Anna did not bring any of this to my attention and that the situation that happened on Friday 2/14 is something that needs to be dealt with in a timely manner, and also that she would mention or bring up Jermaine's personal business as a way to defend him.

I also have discussed this complaint with Nate and let him know that Rodney doesn't necessarily feel comfortable training with Jermaine anymore, and I would like to speak to Jermaine about his unprofessional conduct.

Best,

Jaime Barnhart

Onsite Supervisor at Dropbox

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