



THE SERVICE
COMPANIES

SERVICE. ABOVE ALL

PERFORMANCE DOCUMENT

Name: Dillon O'Shea Team Member Number: 47060
Position: Purchasing & Receiving Property: Stripe - SF
Issued By: Jaime Barnhart / Jared Sablan Title: Purchasing & Receiving

Type of Entry (Check Applicable Box):

☐ Documented Verbal Warning
☒ Written Warning
☐ Final Written Warning
☐ Suspension - Number of Days _____
☐ Suspension Pending Investigation
☐ Termination (complete fields below)
Last Day Worked: _____ Term Date: _____

Nature of Entry (Check Applicable Box):

☐ Attendance ☒ Policy/Performance

Prior documentation (Dates and Infractions):

Documented discussion yesterday 3/16 by Jaime Barnhart

Violated standard of conduct. Please refer to the Employee Handbook for conduct standards:

Handbook pages 6-7 Section titled Kitchen Etiquette and rules - DON'TS: 1. Engage in arguments; if you cannot handle conflict professionally, involve your direct supervisor or if necessary a Stripe food team member

Provide details and description of the infraction:

Aside from the above listed violation, insubordination and hostility is also a major part of this warning. On 3/16 you were asked to have a sit down conversation with Jaime (your onsite supervisor) to discuss your behavior over the past day or so, during that conversation your voice was raised despite being asked to lower it, you also got up multiple times to walk out on the conversation although it had not concluded and today 3/17 you did not show up to your scheduled shift and when called by Jared (Operations Manager), you continued to be hostile over the phone and hung up before the conversation ended

Describe corrective behavior and actions:

Hostility and insubordination is not acceptable, these things will have to improve immediately. We need to see improvement on remaining calm and open to constructive criticism or conversations in which we are discussing things that need to be improved. If you cannot have a conversation with your managers in a respectful manner, and handle conflict in a way that does not require your voice being raised and making a scene, this will result in termination.

Team Member Comments:

Employee Signature *Dillon O'Shea* Date: 3.22.22
Supervisor Signature *Jaime B* Date: 3/22/22
Manager Signature _____ Date: _____