



## PERFORMANCE DOCUMENT

Name: Dhane Collins  
Position: Cook  
Issued By: Sonia Crews

Team Member Number: 70037  
Property: Wind Creek Wetumpka  
Title: On-Site Supervisor

### 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):

N/A

### Provide details and description of the infraction:

On 12/5/2023, there was an altercation between Dhane and a Wind Creek employee. They were having a discussion which quickly escalated to a physical altercation. Dhane was witnessed on surveillance walking away from the other employee but would then return causing the situation to escalate. Dhane continued with these actions until the two employees were separated. The altercation caused a scene on property.

### Describe corrective behavior and actions:

Dhane's repeated behavior of going back to the other employee is harassment. Dhane's actions escalated the situation. His behavior is unacceptable and a violation of company policy (See below)

- Associates will not participate in harassment of any guest, co-worker, or client's Associate. This includes, but is not limited to harassment based on sex, sexual orientation, race, color, religion, national origin, age, or disability.
- Associates will refrain from coercion, collusion, intimidation, threats, verbal altercations or physical force toward co-workers, clients, or others.
- All Associates shall avoid acts and situations that are improper or might give the appearance of impropriety or might impair their good judgment when acting on behalf of TSC. Associates should not fraternize with clients, vendors, guests, or regulators.

Dhane must notify management immediately if he has concerns regarding another employee.

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The Service Companies

Team Member Comments:

Employee Signature Dhanjhi Date: 12-15-2023  
Supervisor Signature \_\_\_\_\_ Date: \_\_\_\_\_  
Manager Signature Santa Cura Date: 12-15-2023  
Employee's updated phone number (if suspended): 334-4151-7098