



THE SERVICE
COMPANIES

SERVICE. ABOVE ALL

PERFORMANCE DOCUMENT

Name: Dhane Collins Team Member Number: 70037
Position: Cook Property: Wind Creek Wetumpka
Issued By: Sonia Crews 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.

Team Member Comments:

Employee Signature  Date: 12-15-2023

Supervisor Signature _____ Date: _____

Manager Signature  Date: 12-15-2023

Employee's updated phone number (if suspended): 334-451-7098