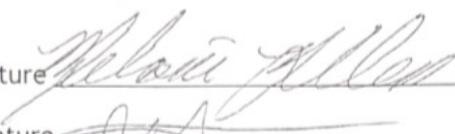


with respect; refusal or failure (despite warnings) to perform assigned duties in accordance with performance standards; refusal or failure (despite warnings) to adhere to company policies and procedures.

Team Member Comments:

Employee Signature



Date:

7/24-25

Supervisor Signature



Date:

7/24/25

Manager Signature



Date:

Employee's updated phone number (if suspended): \_\_\_\_\_

## PERFORMANCE DOCUMENT

Name: Melanie Allen  
Position: Cook  
Issued By: Jared Sablan

Team Member Number: E19000  
Property: Stripe  
Title: Director of Client & Strategic Operations

### 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)

Term \_\_\_\_\_  
Last Day Worked: \_\_\_\_\_ Date: \_\_\_\_\_

### Nature of Entry (Check Applicable Box):

 Attendance Policy/Performance

### Provide details and description of the infraction:

On Monday, July 21, 2025, Melanie Allen was observed raising her voice at Erik Ross during a workplace interaction. Melanie appeared visibly upset and continued to escalate the situation verbally. Andrew Arceo (supervisor) attempted to intervene and deescalate the matter, but Melanie rejected his efforts and interrupted him mid-sentence. The commotion was audible to nearby employees, including Jared Sablan, who then approached and escorted Melanie away from the area to defuse the situation.

### Describe corrective behavior and actions:

The behavior above is not acceptable nor will it be tolerated in the workplace. Employees must always have respect and refrain from displaying aggressive behavior.

10. Associates will refrain from coercion, collusion, intimidation, threats, verbal altercations or physical force toward co-workers, clients, or others.

11. Associates will act with respect and will not demonstrate insubordination including failure to act