

11.11.2024 from Adam Blankenship

Dear Wyatt,

This letter serves as formal notice of your termination from your partition in the progreem, effective immediately.

On the recent occasion when you were assigned to perform a Pre-Delivery Inspection (PDI), it was noted that you reported the job as completed within 90 minutes, despite the standard time required for this task being approximately 180 minutes. Given your experience, this raised serious concerns about the thoroughness of your work. When questioned about the insufficient time spent on this critical task, your response of "You're welcome" was not only dismissive but also inappropriate.

Upon being informed that the allotted time was not sufficient to perform the job correctly and asked to revisit the task, you chose instead to leave and look for other tasks with the porter rather than addressing the issue as instructed.

Further inspection of your work revealed significant errors, including the absence of a crush washer from the transmission fill plug, which was later found on the shop floor. This oversight had the potential of costing the company \$30,000 in damages to a transmission. Additionally, it was evident that a proper visual inspection of the truck had not been completed, likely due to your focus on other projects not related to your assigned responsibilities.

Your repeated disregard for instructions, lack of respect towards your trainer, and overall insubordination have demonstrated a clear pattern of behavior that is not compatible with the standards and expectations of our program. Your actions have compromised both the safety and quality of our work, which cannot be tolerated.

As a result of these ongoing issues, we have made the decision to terminate your participation in this program, effective immediately. Please return any company property, including tools and equipment, to the service department by the end of the day.