

Employee Warning Notice



Date of Notice:	11/28/2022
Employee Name:	Anthony Lester-Gressett
Employee ID:	102021
Branch:	Houston
Department:	Service
Job Title:	Hourly Technician

Type of Warning

- ☐ Meeting
☐ Verbal Warning
☐ Written Warning

SelecTransportation Resources, LLC.
9550 North Loop East
Houston, Texas
USA
77029
Phone: 713-672-4115
Fax: 713-580-8158
www.selecttransportation.com

Type of Violation

Date/Time of Incident: November 23, 2022

- | | | |
|--|---|---------------------------------------|
| <input type="checkbox"/> Attendance | <input checked="" type="checkbox"/> Carelessness | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Tardy/Left Early | <input checked="" type="checkbox"/> Violation of Company Policies | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Inappropriate Behavior | <input type="checkbox"/> Insubordination | <input type="checkbox"/> Other: _____ |
| <input checked="" type="checkbox"/> Unsatisfactory Performance | <input checked="" type="checkbox"/> Safety | <input type="checkbox"/> Other: _____ |

Description of Violation

Tony performed a brake job (replaced pads and rotors) on a delivery pickup (reference RO 533133) and failed to reset the caliper pistons. He failed to notified his supervisor and left the keys in the ignition. Safety procedures were not followed and no communication took place, Anthony left for the day 11/23/22 at 2:35 PM. Another technician (John Costanzo) was instructed to move the truck to another bay at 5PM on 11/23/22. The pickup brakes were inop. due to Anthony's utter disregard for procedure, mechanical knowledge and safety. Due to Anthony gross incompetence there are costly damages to the pickup, bay door and building. This event could have caused serious bodily injury and/or death.

Actions to be Taken

- ☐ Warning ☐ Probation ☐ Suspension ☒ Discharge ☐ Other: _____

Consequence should incident occur again:

Due to the cost of damages and the fact that Anthony created a potentially deadly situation it is management's decision to terminate employment at this time, effective immediately.

Employee Statement:

- ☒ I agree with the employer's statement. ☐ I disagree with the employer's description of violation for these reasons:

I have read and understand this employee warning notice.

Employee Signature: Tony Gressett

Date: 11-28-22

Supervisor's Signature: [Signature]

Date: 11-28-22

