

PRIVATE & CONFIDENTIAL

WORKPLACE VIOLENCE AND HARASSMENT INVESTIGATION

REPORT PREPARED BY:

VICKI BARONETTE, CO-ORDINATOR OF HUMAN RESOURCES
SHAWN TURNER, MANAGER OF FINANCIAL & SUPPORT SERVICES

FEBRUARY 14, 2012

brings his personal laptop to work during afternoon and night shifts and works on other business, specifically for [REDACTED]. She continued to say that on a recent shift February 2, 2012, [REDACTED] purposely set the alarm during his shift so he would be made aware of [REDACTED] coming in unexpectedly. She claims that while working on his laptop, she overheard him laughing and saying "I'm gonna get them" repeatedly. [REDACTED] also claims that she has bruises that were caused by [REDACTED]. Although these allegations have not been substantiated, nor has [REDACTED] come forward with a formal written complaint as instructed by the Investigator, there remains a great deal of suspicion surrounding [REDACTED] recent behavior and unfounded accusations toward Management.

RECOMMENDATIONS

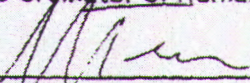
- The Investigators suggest that the cleaning duties be clearly defined for each shift and posted in a common area once every Operator has reviewed and signed off as proof of acknowledgment.
- The Investigators suggest that Management apply a consistent approach to reviewing the work performance of all staff at the Plant. Duties performed during the afternoon and night shifts should be monitored for completion on a regular basis for all staff. If discipline is warranted, it should be applied consistently to everyone.
- The Investigators would like to acknowledge the seriousness of some concerns raised regarding [REDACTED] behavior. Although the allegations have not been substantiated, we feel that his work performance, specifically while working unsupervised, be monitored more closely and should a formal complaint be submitted by [REDACTED] another formal investigation should be conducted under CGS' Workplace Violence and Harassment Prevention Policy.

ACKNOWLEDGMENT

We, the Investigators, Vicki Baronette and Shawn Turner
agree that the above report is an accurate reflection of the information received and uncovered
during the investigation process.



Vicki Baronette
Co-ordinator of Human Resources



Shawn Turner
Manager of Financial & Support Services

Feb 14 / 12
Date

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