

Acknowledged by associate on May 30, 2019, 11:51:46 AM - Delivered by Schmid,Amanda (amschmid)

Supportive Feedback Document Productivity Trend - Final Written

amazon.com

Associate Name: Knight,Parker (prkngn)
Manager Name: Schmid,Amanda (DB1-0730)
Created On: May 30, 2019, 11:51:46 AM



Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	November 28, 2018
Second Written	1	May 15, 2019
Verbal Coaching	1	November 14, 2018
First Written	2	May 08, 2019

Details of Current Incident/Specific Concerns

You have not met Productivity expectations 3 out of the last 6 weeks. See the Trend section below for further details.

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Medium EACH	Level 5	6.05	2098	346.52	350	99	99	N
Pick	RF Pick ItemPicked Small EACH	Level 5	6.86	2587	376.65	385	97.83	97.83	N
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	0.5	190	373.36	372	100.36	100.36	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 22, 2019, 5:00:00 AM	4875	13	363	98.45	98.45	N
May 15, 2019, 5:00:00 AM	5885	15	386	97.9	97.9	Y
May 08, 2019, 5:00:00 AM	1993	7	284	72.2	72.2	N
May 01, 2019, 5:00:00 AM	5038	16	324	82.23	82.23	N
April 24, 2019, 5:00:00 AM	1759	5	348	87.9	87.9	Y
April 17, 2019, 5:00:00 AM	0	0	0	0	0	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

I acknowledge that I have been informed of my right to appeal this feedback if I meet all eligibility requirements defined by the Appeals Policy and that I know where to obtain an appeals packet.

I think I am too old to work this much intense physically demanding job criteria. over 40 years old and I think being 30% or more disabled veteran, I guess some of those physical demand could be something I am having hard time overcoming after working here for 90 days. Now, I suppose my achievement is that 98.45% so far after receiving first written warning. I am comfortable I tried my best to show improvement and willingness to improve.

Associate Signature: Acknowledged by Knight,Parker (BadgeID: 11689099)

Date: May 30, 2019, 11:51:46 AM

Manager Signature: Acknowledged by Schmid,Amanda (BadgeID: 0311203)

Date: May 30, 2019, 11:51:46 AM

Acknowledged by associate on May 09, 2019, 12:07:05 PM - Delivered by Schmid,Amanda (amschmid)

Supportive Feedback Document Productivity - First Written



Associate Name: Knight,Parker (prkng)
Manager Name: Schmid,Amanda (DB1-0730)
Created On: May 09, 2019, 12:07:06 PM

Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Verbal Coaching	1	November 14, 2018
Documented Coaching	1	November 28, 2018
First Written	1	December 19, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Medium EACH	Level 5	7.16	2152	300.37	370	81.18	81.18	N
Pick	RF Pick ItemPicked Small EACH	Level 5	7.89	2687	340.31	417	81.61	81.61	N
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	0.49	199	398.66	372	107.16	107.16	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 01, 2019, 5:00:00 AM	5038	16	324	82.23	82.23	N
April 24, 2019, 5:00:00 AM	1759	5	348	87.9	87.9	Y
April 17, 2019, 5:00:00 AM	0	0	0	0	0	Y
April 10, 2019, 5:00:00 AM	1856	6	317	80.47	80.47	Y
April 03, 2019, 5:00:00 AM	4272	12	347	88.28	88.28	Y
March 27, 2019, 5:00:00 AM	0	0	0	0	0	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

AA stated they are on ACCOM and only work a 4 hour schedule.

Associate Signature: Acknowledged by Knight,Parker (BadgeID: 11689099)

Date: May 09, 2019, 12:07:05 PM

Manager Signature: Acknowledged by Schmid,Amanda (BadgeID: 0311203)

Date: May 09, 2019, 12:07:05 PM

Acknowledged by associate on May 18, 2019, 10:49:06 AM - Delivered by Schmid,Amanda (amschmid)

Supportive Feedback Document Productivity - Second Written



Associate Name: Knight,Parker (prkng)
Manager Name: Schmid,Amanda (DB1-0730)
Created On: May 18, 2019, 10:49:06 AM



Summary

Your recent job performance is not meeting Productivity expectations. Meeting performance standards is a critical component of your job. This document provides specific details about your performance and how you are not meeting expectations. In addition, this document describes the steps you and your manager will take to assist you in improving your performance. As a part of this conversation we are interested in understanding what barriers you think need to be removed, or what improvements can be made which would potentially assist you in improving your performance.

Communication History

The following is a summary of your productivity feedback:

Level	Count	Most Recent
Documented Coaching	1	November 28, 2018
First Written	2	May 08, 2019
Verbal Coaching	1	November 14, 2018

Details of Current Incident/Specific Concerns

Process	Function	LC	Hours	Units	UPH	Expected	% to Goal	% to Curve	Was Borrowed
Pick	RF Pick ItemPicked Medium EACH	Level 5	3.34	864	258.01	370	69.73	69.73	N
Pick	RF Pick ItemPicked Small EACH	Level 5	3.45	1054	304.77	417	73.08	73.08	N
Transfer Out Pick	RF Pick Transship ItemPicked Total EACH	Level 5	0.2	75	363.39	372	97.68	97.68	N

Performance Trend

Below is a summary of your past Productivity performance.

Period Start	Unit Count	Hours Worked	UPH	% to Goal	% to Curve	Exempted
May 08, 2019, 5:00:00 AM	1993	7	284	72.2	72.2	N
May 01, 2019, 5:00:00 AM	5038	16	324	82.23	82.23	N
April 24, 2019, 5:00:00 AM	1759	5	348	87.9	87.9	Y
April 17, 2019, 5:00:00 AM	0	0	0	0	0	Y
April 10, 2019, 5:00:00 AM	1856	6	317	80.47	80.47	Y
April 03, 2019, 5:00:00 AM	4272	12	347	88.28	88.28	Y

Areas of Improvement Required by Associate

You are expected to meet 100% of the productivity performance expectation. Please note that if an associate receives a 2nd final or a total of 6 documented counseling write-ups in a rolling 12 months, their employment will end. We are committed to assisting you in improving your productivity performance, and will assist you in addressing any job related barriers that are impacting your ability to meet productivity performance expectations.

Associate Comments

I was injured on February 21 2019 for low back injury and been on leave of absence and worker's compensation for past 3 months and going to physical therapy and doctor told me in order to see improvement of physical therapy he wrote on the doctor's note to go to work 4 hours a day. That's why my rate was low because I was on physical therapy twice a week for back injury every week. And February 27, 2019, I sprained my ankle and went to doctor's appointment to see worker's compensation, and I went to physical therapy twice a week for ankle sprain since February 28, 2019, and doctor initially wrote a note that I am not to work for a month just like low back injury. Doctor's note which recently changed to 4 hours a day for ankle has improved to discharged for ankle injury because doctor felt my ankle has strengthened enough due to physical therapy of 12 sessions over 6 weeks periods which during that time I was working low hours.

Associate Signature: Acknowledged by Knight,Parker (BadgeID: 11689099)

Date: May 18, 2019, 10:49:06 AM

Manager Signature: Acknowledged by Schmid,Amanda (BadgeID: 0311203)

Date: May 18, 2019, 10:49:06 AM