



May 4, 1999

To: [REDACTED]

From: [REDACTED]

RE: Disciplinary Action - Oral Warning

cc: [REDACTED]
Human Resource Services

This letter serves as documentation of an oral warning, delivered on May 4, 1999, concerning your behavior at a meeting of MURR scientists on April 15, 1999. During this meeting you began shouting and using obscenities which were overheard by those in the MURR front lobby, including some faculty visitors. Your behavior was disrespectful to all in the meeting, not only because of the tone and profane language, but also by cutting people off and overriding others' attempts to contribute to the discussion. However, the most egregious offense was your vehement and hostile verbal attack aimed specifically at [REDACTED] a subordinate MURR employee. No one should have to endure this type of verbal abuse in any setting, but most certainly not in the work place.

This type of hostile aggressive behavior is unacceptable and will not be tolerated by MURR management. Therefore, we must inform you that if you exhibit such behavior in the future, the appropriate disciplinary actions will be taken, up to and including termination of your employment at MURR.

Again this letter serves as documentation of MURR management's oral warning concerning your hostile aggressive behavior. A copy of this memo is being placed in your Personnel File.

B/10

Portions - EX 7C