

STATE OF MICHIGAN  
IN THE COURT OF APPEALS

JOHN CARRUTHERS,

Plaintiff/Appellant

v.

ISRINGHAUSEN, INC.,

Defendant/Appellee.

COA No. 296250

Kalamazoo County Circuit Court  
Case No. 09-0127-CZ

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**APPELLEE ISRINGHAUSEN'S BRIEF ON APPEAL**

**EXHIBIT 4**

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# Counseling Report

Please Print

Employee's Name (Please Print) John Carruthers Date 5/24/07

Reason(s) for this report (Facts, Rules Violated, Performance Issue): Complaints of harassment, disruption in production areas, and disruption of work flow, Rude and inappropriate treatment of co-workers. Disrupting work of others in production area. Violation of employee conduct and workplace violence policies.

What we expect of you to correct the problem/performance improvement goals: John Carruthers and Jimmy Dushman to work together as team members, treating each other respectfully, and presenting yourself and actions in a professional, mature manner at work.

Action(s) to be taken if you do not correct this problem (Discipline or other Corrective Action): Progressive disciplinary actions up to discharge

Next occurrence will result in mandatory counseling with EAP; then suspension and finally discharge. Anticipated date on which we will meet again to discuss your improvement: June 15th, 2007

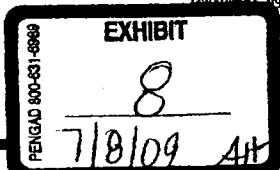
Employee's Comments: \_\_\_\_\_

Witness: Barb Foreman HR/Finance MGR 5/24/07

Supervisor's Name (Please Print) Geoff Jones Date 5/24/07  
Employee's Name (Please Print) John Carruthers Employee's Signature \_\_\_\_\_



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