

Bock, Michele (MED, Nurse, GEMS-IT)

From: Brown, Stu (MED, GEMS-IT)
Sent: Monday, February 18, 2002 10:59 AM
To: Zompa, Joe (MED); Bock, Michele (MED, Nurse, GEMS-IT)
Cc: Genau, Mike (MED, GEMS-IT); DeWitt, Nancy (MED)
Subject: FW: Roller

Sensitivity: Confidential

Dr. Zompa—Below is the summary of issues on Chris Roller, the employee in Sioux Falls we contacted you about this morning. Our desire is to escort him out of the office today, given the performance issues and the concern for safety. We're not concerned for safety before the notification, but upon notification, we have arranged for a security guard to be on site and to be retained during business hours for the remainder of the week.

I'll follow-up with a call to discuss this.

Thanks for your help.

Stu

-----Original Message-----

From: Moore, Sheriff Bob (MED, GEMS-IT)
Sent: Monday, February 18, 2002 10:14 AM
To: Brown, Stu (MED, GEMS-IT)
Subject: Roller
Sensitivity: Confidential

Stu,

Some background on incidents involving Chris in the two years I've been here:

- Left some half-empty beer cans and fake vomit on Larry Galecki's desk shortly after GE acquired Micro-Medical
- Left a fake piece of feces on the toilet rim in the men's' room (resulted in a service call to maintenance when someone saw it and thought it was real)
- Was removed from the building last summer after he started yelling at Rod Kindt, accusing him of 'sabotaging' his work. Rod stated after the interchange that he was concerned about his safety during the altercation since Chris had backed him up against a wall. In addition, Rod felt an ongoing concern for his safety due to Chris's actions during the altercation.
- Written up after sending an e-mail to Bob Moore (VP Marketing for Cardiology) under the pretense of mis-addressing it while intending it for me. The e-mail stated "Bob, thanks for the great links. Try this one -- www.kiddiepom.com".
- Left a fake piece of feces on a urinal during a period of building renovation, resulting in a contractor complaining to Rich.
- Had a conversation with me when the ductwork was being serviced, where he stated he thought the company was having a camera installed over his cubicle to keep an eye on him.
- Had a conversation with me where he stated he doesn't drink the sodas in the break room because he believes one of the other employees coats them with poison.
- Last summer he went to have himself tested for poison, and was subsequently committed to a mental facility for several days.
- In October, Chris got into a pretty heated argument with me, where he accused me of "being out to get him". Due to the volatile nature of the interchange, I was seriously concerned about my safety.
- Have had two employees approach me with concerns about their family's safety because of Chris, the last being this past Friday when one of my senior engineers came to me after having a heated discussion with Chris, and asked me if I thought their family might be at risk.
- I ranked him as a code 4 performer this year (he was a code 3 last year), and wrote in his career recommendation section that he should look for other opportunities because he had reached the limit of his potential here.

Hope this paints the picture you need to see.



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