

Re: Crew Mismanagement

From: Richard Lee Wells Jr (rlwellsj@up.com)

To: sjgroat329@yahoo.com

Cc: admin@smart-td0225.com; rehardy1965@gmail.com; rmlong@up.com; talische@up.com

Date: Monday, August 10, 2020, 12:01 PM CDT

Boone Team,

Thanks for reaching out, and I apologize for the late response. To get straight to the point, we did act much more quickly on this move than we have in similar situations in the past. In hind sight, we would probably have been better served waiting an additional week and communicating the move to all of our teammates more effectively. I communicated directly with our lodging and resource planning teams inside the Harriman, but did not cut timekeeping in soon enough. Again, in the name of transparency, we should have met as a team - talked about what the next steps are - and given you at least a week to prepare. We will do a better job in the future. Your opinion matters to me and I sincerely appreciate the value the central Iowa team brings to the table.

Relating to the Zg2oab - though that was an unfortunate event - the decision was made before that event took place.

Finally, please consider giving me a chance to work through the issues, as I am confident that is what Tom would expect me to do. It is of course your option and I respect that, however; I am ultimately responsible for the GLSU and accountable for decisions or changes necessary for us to be successful.

Thanks for taking the time and having patience. Have a good week.

Ricky Wells

General Manager - Great Lakes Service Unit

Office: 7123295000

rlwellsj@up.com

"Steven Groat" ---08/06/2020 08:52:07 AM---* PROCEED WITH CAUTION - This email was sent from outside the Company *

From: "Steven Groat" <sjgroat329@yahoo.com>
To: "Ricky Wells" <rlwellsj@up.com>

Cc: "Tom Lischer" <talische@up.com>, "Ryan Long" <rmlong@up.com>, "SMART-TD GC 225" <admin@smart-td0225.com>, "Ralph Hardy" <rehardy1965@gmail.com>
Date: 08/06/2020 08:52 AM
Subject: Crew Mismanagement

*** PROCEED WITH CAUTION - This email was sent from outside the Company ***

Dear Richard Wells, General Manager Great Lakes Service Unit,

When you became the General Manager, you spoke at our local chairmen's meeting about transparency and all of us working together to make this a great service unit.