



DISCIPLINARY NOTICE

Staff Member Name: Chesterman

Date: **April 15th, 2012**

Action:

☐ Formal Warning ☒ Suspension ☐ Demotion ☐ Termination
☒ Probation ☐ Loss of Position ☐ Removal of Position

Infraction Points:

- Statement of the problem (violation of rules, policies, standards, practices or unsatisfactory performance):

Chesterman has been acting unprofessional in the eyes of the player base, and the admin team. Disrupting the work of other admins, and interfering with role play. Some actions include but are not limited to, goofing off, shooting players and admins during the appeals process. Stealing player vehicles and doing jumps off them while they are car surfing on top in the LV Airport area. Mainly, instead of doing reports, goofing off.

- Statement of company policy on this subject:

PROFESSIONAL COMPETENCE

A member should not undertake or continue with any professional services which he is not competent to carry out unless competent advice and assistance is obtained so as to enable him to satisfactorily perform such services. If a member does not have the competence to perform a specific part of the professional service, technical advice may be sought from

experts such as other members, lawyers, actuaries, engineers, geologists and values. A member has a responsibility to keep himself up-to-date in whatever field of activity he is engaged.

7. GOOD TASTE

Judgment as to what may or may not constitute good taste can only be made in the context of the particular fact on which that judgment is exercised.

It is possible, however, to give some broad guidance and general examples as to what might, in appropriate circumstances, be regarded as not being in accordance with good taste. Thus material which tends to sensationalize or shock, or which is likely to give offence to religious beliefs, or is racist, is unacceptable. Other

Possible examples include the trivialization of important issues, excessive reliance on a particular personality or personalities, the deriding of public figures, and disparagement of educational attainment and material which makes odious comparisons or is strident in tone, hectoring or extravagant.

Furthermore, such material should not compare with nor belittle services offered by others, whether members or not, either by claiming superiority for the services of a particular member or otherwise and should not contain testimonials or endorsements

8. RESPONSIBILITIES TO COLLEAGUES

A member should conduct himself in a manner which will promote co-operation and good relations between members and within the profession.

The support of a profession by its members and their co-operation with one another are essential elements of professional character. The public confidence and respect which a member enjoys is largely the result of the cumulative accomplishments of all members, past and present. It is, therefore, in the member's own interest as well as that of the general public, to support the collective efforts of colleagues through professional societies and Organizations and to deal with fellow members in a manner that will not detract from their reputations and wellbeing.

While the Code prescribes certain specific actions in the area of relationships with colleagues, it should be understood that these prescriptions do not define the limits of desirable intra professional conduct. Such conduct should encompass the professional consideration and courtesies which each member would like to have fellow members extend to him.

A member should assist his fellow members in complying with this Code and should co-operate with the appropriate disciplinary authorities in applying the Code. To condone serious fault can be as bad as to commit it. It may be even worse, in fact, since some errors may result from ignorance rather than intent and, if let pass without action, will probably be repeated. In situations of this kind the welfare of the profession as a whole should be the guide to a member's action.

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It is natural that a member in public practice will seek to develop his practice. However, in doing so he should not seek to displace another member in a client relationship by means which will lessen the effectiveness of technical performance, and in particular the integrity and objectivity of audit opinions or impinge upon the right of third parties or reliable information. Further, a member should not act in any way that reflects negatively on fellow members

A member should extend the same professional considerations and courtesies to any non-member with whom he may have a professional relationship.

Summary of correction action to be taken:

Upon Reinstatement, get with a member of Human Resources to conduct a full code of conduct review. This is your chance to ask any questions you may be regarding your understanding.

Consequences of failure to improve performance or correct behavior:

Termination

Probation Terms

You will be placed upon a 45 day probation. In this time, if you are written up, suspended, or even infracted in the slightest for actions aforementioned, you will be suspended with a recommended termination.

Issuer Comments:

Chesterman, it is extremely difficult to conduct administrative work in-game while the people I'm talking to are being shot at, or being tasered. It is imperative we all stay on task and focus on the job ahead of us. Having 5 admins handle reports while you are tasered and running around is absurd. We need to share the workload!

Signed,
Dan Lane



Director of Human Resources
Next Generation Gaming, LLC