



Address: 8225 Leclair Ave., Burbank, IL 60459

phone: 708-303-5150

From: Safety Department

Date: 02/13/25

Dear Joey Cayuhan Tolentino,

This letter serves as formal notice of the termination of your employment with BRZ, effective immediately.

During a recent inspection of your assigned truck, our fleet managers discovered beer cans and an empty box of beer inside the vehicle. This is a direct violation of our company's policies regarding alcohol consumption and possession in company equipment, as outlined in our employee handbook. Additionally, the presence of alcohol in a commercial vehicle is a serious offense under Department of Transportation (DOT) regulations and poses a significant safety risk.

Due to this policy violation and the potential liability it creates for the company, we have made the decision to terminate your employment. This decision is final and in alignment with our commitment to maintaining a safe and compliant work environment.

Your final paycheck, including any owed wages, will be processed according to company policy. You are required to return any company property, including fuel cards, keys, and any other equipment, as soon as possible. Failure to do so may result in deductions or further action.

Sincerely,

Safety Department