

From: Charles Ford <cford1331@gmail.com>
Sent: Friday, March 4, 2022 10:33 AM
To: Hall, Abbey L <Abbey_L_Hall@homedepot.com>
Subject: [EXTERNAL] Leave of Absence

Dear Ms Hall

Store manager 0884 Josh called me yesterday and said I was on leave of absence pending internal investigation. Let me be clear. I am ready to return to work immediately.. Thank You.

Charles Ford
CPCU JD CLU ARM AAI
678 477 2087 Cell

RE: Leave of Absence

Inbox



1:52 PM (0 minutes ago)

Hall, Abbey L

to me

Thank you Charles, if you have any questions feel free to reach out. We will be in touch as soon as we can.

Abbey Hall | The Home Depot
Midsouth Region– D319 District Human Resources Manager
(256) 326-7136 | Abbey_L_Hall@HomeDepot.com

From: Charles Ford <cford1331@gmail.com>
Sent: Friday, March 4, 2022 10:33 AM
To: Hall, Abbey L <Abbey_L_Hall@homedepot.com>
Subject: [EXTERNAL] Leave of Absence

return to work request March 8, 2022



9:31 PM (4 minutes ago)

Charles Ford <cford1331@gmail.com>

to Abbey

Hi Abbey

I am more than ready to return to work. Thanks.

Charles Ford
CPCU JD CLU ARM AAI
678 477 2087 Cell

RE: return to work request

Inbox



8:49 AM (2 hours ago)

Hall, Abbey L

to me

Good Morning Charles, My partner Kerry and I will be reaching out to you today at 1:00 pm via phone if that works for you.

Abbey Hall | The Home Depot
Midsouth Region– D319 District Human Resources Manager
[\(256\) 326-7136](tel:2563267136) | Abbey_L_Hall@HomeDepot.com

Phone Call

Inbox



1:21 PM (1 minute ago)

Charles Ford <cford1331@gmail.com>

to Abbey

Thanks for taking time for you and Kerry to speak to me.

My only statement is I did not do it.

Thank you.

Charles Ford
CPCU JD CLU ARM AAI
678 477 2087 Cell



1:22 PM (0 minutes ago)

Hall, Abbey L

to me

Thank you Charles. I will forward to Kerry.

Abbey Hall | The Home Depot
Midsouth Region– D319 District Human Resources Manager
[\(256\) 326-7136](tel:2563267136) | Abbey_L_Hall@HomeDepot.com
Thank you.



4:40 PM (1 minute ago)

Charles Ford <cford1331@gmail.com>

to Abbey

Hi Abbey

Below is the amount put in my checking account. Attached is my schedule for this pay period. It was my understanding I would be paid . 32.5 hours does not translate to this amount at 13.50 per hour less 15% 401 K contribution. Looks like they may not have paid me from the inception of the paid leave of absence. Just let me know. Thanks.

REG SALARY HOME DEPOT U.S.A0525 CHARLES FORD
03/11/2022
Pending
\$242.77

Charles Ford
CPCU JD CLU ARM AAI
678 477 2087 Cell

Attachments area

Fri, Mar 11, 4:54 PM (7 hours ago)

Hall, Abbey L

to me

Hi Charles, I will research and get back to you asap. We will make sure that you are appropriately paid for the time missed. Thank you for letting me know.

Abbey Hall | The Home Depot
Midsouth Region– D319 District Human Resources Manager
[\(256\) 326-7136](tel:2563267136) | Abbey_L_Hall@HomeDepot.com

Apology



2:11 PM (0 minutes ago)

Charles Ford <cford1331@gmail.com>

to Abbey

Hi Abby

I apologize. I wanted to see and send you the actual paycheck stub but I could not. I have been blocked from the Home Depot system and access denied. This includes updating schedules that are published each week. That is why I could only send you the deposit record. Thanks.

Charles Ford
CPCU JD CLU ARM AAI
678 477 2087 Cell

3:22 PM (11 minutes ago)

Charles Ford <cford1331@gmail.com>

to Abbey

Thank you for the update. Have a nice weekend

On Fri, Mar 18, 2022, 3:02 PM Hall, Abbey L <Abbey_L_Hall@homedepot.com> wrote:
Hi Charles, I wanted to touch base and let you know I have not forgotten about you. I am working on getting an on demand payment submitted for you for the time that is missed. Thank you for your patience.

Abbey Hall | The Home Depot
Midsouth Region– D319 District Human Resources Manager
(256) 326-7136 | Abbey_L_Hall@HomeDepot.com

12:41 PM (7 hours ago)

Charles Ford <cford1331@gmail.com>

to ALICIA

Hi Alicia

Thanks for being on the call yesterday. These matters are never easy for anyone. One small correction for the record. Josh stated as you know. No I do not. No employee ever had any conversation with me that was in any way negative about the book. All I know is what I have been told on a hearsay basis. That said we are now completely in acord.

I have a couple of housekeeping requests to funnel through you.

1. I believe I have a magnet belt in the locker. If so, I would like to reclaim it . I can come get or have it mailed or you can simply keep. No problem.

2. I have a small amount of money squirreled away in a 401 K. It is my understanding I will be notified by the administrator of options, etc. going forward.

3. It is my understanding the pay through Sunday based on the published schedule will be entered into my account. My position is you promised this to me. However, if not paid no big deal because I did not physically work those hours so from my view I make no claim or request.

4. Having thought about it, I am not comfortable going into any Home Depot site after the way I have been treated over the last two plus weeks. I think it best for me to be able to say I never accessed it just to keep the ledger clean. Would you be so kind as to mail or send me these papers we discussed electronically at your convenience?

On a personal level I appreciate your efforts and wish you the very best. My personal view is the company has exercised their discretion and authority and we can mutually move on. If I can ever be of help to you do not hesitate to contact me. Thanks.

Sincerely,

Charles Ford
CPCU JD CLU ARM AAI
678 477 2087 Cell



5:31 PM (2 hours ago)

AMACKER, ALICIA

to me

Good afternoon, Charles. Thanks for letting me know that you have some questions. Please see below for the responses.

If you have any other questions, just let me know.

Thanks.

1. I believe I have a magnet belt in the locker. If so, I would like to reclaim it . I can come get or have it mailed or you can simply keep. No problem. – I've spoken with Josh today and he will clean out your locker tomorrow and return any of your personal items that were in the locker. Josh will have those items mailed to your home address.

2. I have a small amount of money squirreled away in a 401 K. It is my understanding I will be notified by the administrator of options, etc. going forward. The Benefits Choice Center will automatically send you information on what actions you may take with your 401(k). The letter usually sends around 30 days or so from your termination date. If you would like to go ahead and contact them prior to them sending the letter, you may reach them at 1-800-555-4954.

3. It is my understanding the pay through Sunday based on the published schedule will be entered into my account. My position is you promised this to me. However, if not paid no big deal because I did not physically work those hours so from my view I make no claim or request. – Your pay request has been submitted to the HR Service Center for processing. For the days/prior weeks that you were scheduled while on administrative leave, you will be paid for those shifts missed. For this week, since you weren't on the schedule, we've requested 8 hours of pay for you.

4. Having thought about it, I am not comfortable going into any Home Depot site after the way I have been treated over the last two plus weeks. I think it best for me to be able to say I never accessed it just to keep the ledger clean. Would you be so kind as to mail or send me these papers we discussed electronically at your convenience? Per your request, please find attached the termination document out of Workday.