



Amazon Case 20251112-1694963: Request for Interview [ref:!00D3t02mKvO.!500ar0Wll2g:ref]

15 messages

Amazon HR <hr@exact.hr.amazon.dev>Fri, Nov 14, 2025 at 4:15 PM

To: dudeinwrens@gmail.com <dudeinwrens@gmail.com>

Dear Ethan Womack,

My name is Tori Wilson, Sr. HR Business Partner I am currently looking into a confidential concern that was brought to my attention. I understand that you may have additional information that may be helpful in this process.

I would like to meet with you via phone to discuss on November 17, 2025 at 10:30am.

If this time does not work for you, please feel free to suggest an alternate time.

Thank you,
Tori Wilson

ref:!00D3t02mKvO.!500ar0Wll2g:ref

Ethan <dudeinwrens@gmail.com>Fri, Nov 14, 2025 at 8:03 PM

To: Amazon HR <hr@exact.hr.amazon.dev>

Subject: Re: Request for Meeting – Documentation Required Before Discussion

Tori,

Thank you for the email.

I am willing to participate in the investigation and provide any information needed. Given the nature of this issue, and for accuracy and proper documentation, I request that all communication take place in writing.

Before any meeting can be scheduled, I need the written documentation that supports the claim that my actions violated LOTO procedures. The official ARSAW PMV documents (attached in my earlier communications and included again below) state clearly:

> “For jam clearing activity the RME organization is not required to perform LOTO.”

This is the procedure I followed.

In order to proceed, please provide:

1. The written policy or PMV revision that supersedes the attached ARSAW document.
2. The effective date of that revised policy.
3. Verification that this revised policy was part of my training.

4. Any documentation used to justify the prior "final warning."

Once this documentation is provided in writing, I will be able to review it and continue the conversation.

Thank you,
Ethan Womack
[Quoted text hidden]



NO-LOTO-REQUIRED (1).pdf
1.1 MB

Amazon HR <hr@exact.hr.amazon.dev>
To: dudeinwrens@gmail.com <dudeinwrens@gmail.com>

Mon, Nov 17, 2025 at 10:08 AM

Hi Ethan -

During our scheduled 10:30am appointment, I connected with you on the call. However, after answering, there was no communication from your end, and the call was disconnected unexpectedly.

As an Amazon team member, you are required to provide honest, open communication and demonstrate teamwork with a willingness to assist and/or cooperate with other team members on assignments/tasks. Furthermore, per Amazon's Standards of Conduct, you must willingly comply with internal investigations and continually maintain professional interactions with others. Failure to adhere to all Amazon behavioral expectations may result in extending the timeline of corrective action or additional corrective action up to and including termination of employment.

I would like to schedule another call for tomorrow, November 18, 2025, at 2:00 PM to discuss the current concerns that were raised to me.

The current situation is separate from ARSAW operations. While I am unable to provide the documents you requested due to Amazon's confidentiality policies, I can verify that you have successfully completed all required LOTO training. It's also important to note that this present matter is unconnected to your previous final written warning.

Thank you,
Tori Wilson

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

From: dudeinwrens@gmail.com

Sent: 2025-11-15T02:03:37.000Z

To: hr@exact.hr.amazon.dev

Subject: Re: Amazon Case 20251112-1694963: Request for Interview [ref:!00D3t02mKvO.!500ar0WII2g:ref]

Subject: Re: Request for Meeting â€œ Documentation Required Before Discussion

Tori,

Thank you for the email.

I am willing to participate in the investigation and provide any information needed. Given the nature of this issue, and for accuracy and proper documentation, I request that all communication take place in writing.

Before any meeting can be scheduled, I need the written documentation that supports the claim that my actions violated LOTO procedures. The official ARSAW PMV documents (attached in my earlier communications and included again below) state clearly:

> â€œFor jam clearing activity the RME organization is not required to perform LOTO.â€

This is the procedure I followed.

In order to proceed, please provide:

1. The written policy or PMV revision that supersedes the attached ARSAW document.
2. The effective date of that revised policy.
3. Verification that this revised policy was part of my training.
4. Any documentation used to justify the prior "final warning."

Once this documentation is provided in writing, I will be able to review it and continue the conversation.

Thank you,
Ethan Womack

On Fri, Nov 14, 2025, 5:15â€PM Amazon HR <hr@exact.hr.amazon.dev> wrote:

Dear Ethan Womack,

My name is Tori Wilson, Sr. HR Business Partner I am currently looking into a confidential concern that was brought to my attention. I understand that you may have additional information that may be helpful in this process.

I would like to meet with you via phone to discuss on November 17, 2025 at 10:30am.

If this time does not work for you, please feel free to suggest an alternate time.

Thank you,
Tori Wilson

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Ethan <dudeinwrens@gmail.com>
To: Amazon HR <hr@exact.hr.amazon.dev>

Mon, Nov 17, 2025 at 10:32 AM

Subject: Re: Follow-Up on Communication Format

Tori,

Thank you for your email.

As stated previously, I am maintaining a written-only communication boundary at this time. For clarity, I did not agree in writing to a scheduled phone appointment, and I am not able to participate in verbal calls regarding any HR, behavioral, or investigative matters. Written communication ensures accuracy and eliminates the risk of misunderstandings or misstatements during an open investigation.

I am willing to respond to any questions or concerns you have in writing, and I will review any information you wish to provide through email.

Please provide the details of the concerns you referenced so I can address them appropriately.

Thank you,
Ethan
[Quoted text hidden]

Amazon HR <hr@exact.hr.amazon.dev>
To: dudeinwrens@gmail.com <dudeinwrens@gmail.com>

Tue, Nov 18, 2025 at 1:22 PM

Hi Ethan -

I attempted to call you today at the scheduled time of 2:00pm but was unable to reach you.

As an Amazon team member, you are required to provide honest, open communication and demonstrate teamwork with a willingness to assist and/or cooperate with other team members on assignments/tasks. Furthermore, per Amazon's Standards of Conduct, you must willingly comply with internal investigations and continually maintain professional interactions with others. Failure to adhere to all Amazon behavioral expectations may result in extending the timeline of corrective action or additional corrective action up to and including termination of employment.

Thank you,
[Quoted text hidden]

Ethan <dudeinwrens@gmail.com>
To: Amazon HR <hr@exact.hr.amazon.dev>

Tue, Nov 18, 2025 at 1:38 PM

Subject: Re: Missed Call

Hi Tori,

I received your email. To clarify: I am currently on paid suspension pending investigation. During suspension, I am not performing work, and I am not required to be reachable by phone. My request — which I've made multiple times — is that all communication take place in writing so there is a clear, documented record for both parties.

I have not refused to participate in any part of the investigation. I am fully willing to respond to written questions or provide any documentation you need. What I am doing is enforcing a reasonable boundary by declining unscheduled or undocumented phone calls while on suspension.

Please continue all communication by email going forward.

Thank you,
Ethan
[Quoted text hidden]

To: dudeinwrens@gmail.com <dudeinwrens@gmail.com>

Hi Ethan,

I would like to schedule a call for tomorrow, November 19, 2025, at 1:00 PM EST to discuss the current concerns that were raised to me. If you are unable to participate in a verbal conversation and not willing to comply with Amazon's investigation process, we will proceed with the investigation without your input.

Please note that as you are on paid suspension, you will be compensated for the duration of our conversation.

As an Amazon team member, you are required to provide honest, open communication and demonstrate teamwork with a willingness to assist and/or cooperate with other team members on assignments/tasks. Per Amazon's Standards of Conduct, you must willingly comply with internal investigations and maintain professional interactions with others. Failure to adhere to these Amazon behavioral expectations may result in extending the timeline of corrective action or additional corrective action, up to and including termination of employment.

Thank you,

Tori Wilson

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

From: dudeinwrens@gmail.com

Sent: 2025-11-18T19:39:14.000Z

To: hr@exact.hr.amazon.dev

Subject: Re: Amazon Case 20251112-1694963: Request for Interview [ref:!00D3t02mKvO.!500ar0WII2g:ref]

Subject: Re: Missed Call

Hi Tori,

I received your email. To clarify: I am currently on paid suspension pending investigation. During suspension, I am not performing work, and I am not required to be reachable by phone. My request â€” which Iâ€™ve made multiple times â€” is that all communication take place in writing so there is a clear, documented record for both parties.

I have not refused to participate in any part of the investigation. I am fully willing to respond to written questions or provide any documentation you need. What I am doing is enforcing a reasonable boundary by declining unscheduled or undocumented phone calls while on suspension.

Please continue all communication by email going forward.

Thank you,

Ethan

On Tue, Nov 18, 2025, 2:22â€”PM Amazon HR <hr@exact.hr.amazon.dev> wrote:

Hi Ethan -

I attempted to call you today at the scheduled time of 2:00pm but was unable to reach you.

As an Amazon team member, you are required to provide honest, open communication and demonstrate teamwork with a willingness to assist and/or cooperate with other team members on assignments/tasks. Furthermore, per Amazonâ€™s Standards of Conduct, you must willingly comply with internal investigations and continually maintain professional interactions with others. Failure to adhere to all Amazon behavioral expectations may result in extending the timeline of corrective action or additional corrective action up to and including termination of employment.

[Quoted text hidden]

Ethan <dudeinwrens@gmail.com>
To: Amazon HR <hr@exact.hr.amazon.dev>

Wed, Nov 19, 2025 at 3:51 PM

Subject: Re: Request for Written Documentation

Hi Tori,

I received your email dated November 19, 2025 at 2:34 PM regarding a phone call that you stated was scheduled for November 19, 2025 at 1:00 PM.
For clarity, the proposed call time occurred before your email was sent, and I was not available at that time.

As previously communicated, I will not be participating in any phone calls with Amazon personnel until I receive, in writing, the following:

- 1. The documented policy, including revision dates, that outlines the ARSAW Service Door / LOTO requirement you referenced regarding clearing totes from a stuck destacker.
- 2. Any subsequent changes or updates to that policy, also with dates.

Once I have that documentation via email, I will be able to continue engaging in this process.

Until the relevant policy documentation is provided, and unless there is written clarification regarding the final written warning, the scheduling discrepancies, and the prior managerial conduct referenced, I will continue to communicate exclusively in writing. Written communication ensures compliance with documentation standards and maintains a clear, auditable investigative record.

Thank you,
Ethan
[Quoted text hidden]

Amazon HR <hr@exact.hr.amazon.dev>
To: dudeinwrens@gmail.com <dudeinwrens@gmail.com>

Thu, Nov 20, 2025 at 7:47 AM

Hi Ethan,

Apologies for the typo in my previous message. I would like to schedule our call for November 20, 2025 at 1:00 PM EST to discuss the current concerns that were raised to me. If you are unable to participate in a verbal conversation and not willing to comply with Amazon's investigation process, we will proceed with the investigation without your input.

If this time doesn't work for you, please propose an alternate time today.

As mentioned previously, the current situation is separate from ARSAW operations. I am unable to provide the documents you requested due to Amazon's confidentiality policies. It's also important to note that this present matter is unconnected to your previous final written warning.

Thank you,

Tori Wilson

----- Original Message -----
From: dudeinwrens@gmail.com
Sent: 2025-11-19T21:51:58.000Z
To: hr@exact.hr.amazon.dev
Subject: Re: Amazon Case 20251112-1694963: Request for Interview [ref:!00D3t02mKvO.!500ar0WII2g:ref]

Subject: Re: Request for Written Documentation

Hi Tori,

I received your email dated November 19, 2025 at 2:34 PM regarding a phone call that you stated was scheduled for November 19, 2025 at 1:00 PM.

For clarity, the proposed call time occurred before your email was sent, and I was not available at that time.

As previously communicated, I will not be participating in any phone calls with Amazon personnel until I receive, in writing, the following:

1. The documented policy, including revision dates, that outlines the ARSAW Service Door / LOTO requirement you referenced regarding clearing totes from a stuck destacker.
2. Any subsequent changes or updates to that policy, also with dates.

Once I have that documentation via email, I will be able to continue engaging in this process.

Until the relevant policy documentation is provided, and unless there is written clarification regarding the final written warning, the scheduling discrepancies, and the prior managerial conduct referenced, I will continue to communicate exclusively in writing. Written communication ensures compliance with documentation standards and maintains a clear, auditable investigative record.

Thank you,

Ethan

On Wed, Nov 19, 2025, 2:34â€PM Amazon HR <hr@exact.hr.amazon.dev> wrote:

Hi Ethan,

I would like to schedule a call for tomorrow, November 19, 2025, at 1:00 PM EST to discuss the current concerns that were raised to me. If you are unable to participate in a verbal conversation and not willing to comply with Amazon's investigation process, we will proceed with the investigation without your input.

Please note that as you are on paid suspension, you will be compensated for the duration of our conversation.

As an Amazon team member, you are required to provide honest, open communication and demonstrate teamwork with a willingness to assist and/or cooperate with other team members on assignments/tasks. Per Amazon's Standards of Conduct, you must willingly comply with internal investigations and maintain professional interactions with others. Failure to adhere to these Amazon behavioral expectations may result in extending the timeline of corrective action or additional corrective action, up to and including termination of employment.

Thank you,

Tori Wilson

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

From: dudeinwrens@gmail.com

Sent: 2025-11-18T19:39:14.000Z

To: hr@exact.hr.amazon.dev

Subject: Re: Amazon Case 20251112-1694963: Request for Interview [ref:!00D3t02mKvO.!500ar0WII2g:ref]

Subject: Re: Missed Call

Hi Tori,

I received your email. To clarify: I am currently on paid suspension pending investigation. During suspension, I am not performing work, and I am not required to be reachable by phone. My request is that all communication take place in writing so there is a clear, documented record for both parties.

I have not refused to participate in any part of the investigation. I am fully willing to respond to written questions or provide any documentation you need. What I am doing is enforcing a reasonable boundary by declining unscheduled or undocumented phone calls while on suspension.

Please continue all communication by email going forward.

Thank you,

Ethan

On Tue, Nov 18, 2025, 2:22 PM Amazon HR <hr@exact.hr.amazon.dev> wrote:

Hi Ethan -

I attempted to call you today at the scheduled time of 2:00pm but was unable to reach you.

As an Amazon team member, you are required to provide honest, open communication and demonstrate teamwork with a willingness to assist and/or cooperate with other team members on assignments/tasks. Furthermore, per Amazon's Standards of Conduct, you must willingly comply with internal investigations and continually maintain professional interactions with others. Failure to adhere to all Amazon behavioral expectations may result in extending the timeline of corrective action or additional corrective action up to and including termination of employment.

[Quoted text hidden]

Ethan <dudeinwrens@gmail.com>
To: Amazon HR <hr@exact.hr.amazon.dev>

Thu, Nov 20, 2025 at 8:12 AM

Hi Tori,

Thank you for your message.

As stated previously, I will continue to communicate in writing so that an accurate, auditable record is maintained. Written communication is a reasonable request during any investigation involving potential procedural errors or safety-related concerns.

Regarding the policy documentation I requested:

If a policy is being used to justify corrective action or an investigation, it cannot be considered confidential. Safety procedures, behavioral guidelines, and criteria for discipline must be accessible to the employee they govern. I am simply requesting the documentation that outlines the standards I am alleged to have violated.

Once the relevant written policy is provided, I will be able to review it and offer any response necessary. Until then, I will not be participating in a verbal meeting. This is to ensure clarity, accuracy, and compliance on all sides.

Please proceed with any necessary steps in writing, and include the policy documentation when available.

Thank you,

Ethan

[Quoted text hidden]

Amazon HR <hr@exact.hr.amazon.dev>
To: dudeinwrens@gmail.com <dudeinwrens@gmail.com>

Thu, Nov 20, 2025 at 12:30 PM

Hi Ethan,

I reached out to you today at our scheduled time of 1:00 PM but was unable to connect with you.

As you have not been available for our verbal discussion and have not participated in Amazon's investigation process, we will need to proceed with the investigation based on the information available to us.

If you have any questions or concerns, please don't hesitate to reach out to me.

Thank you,

Tori Wilson

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

From: dudeinwrens@gmail.com

Sent: 2025-11-20T14:13:14.000Z

To: hr@exact.hr.amazon.dev

Subject: Re: Amazon Case 20251112-1694963: Request for Interview [ref:!00D3t02mKvO.!500ar0Wll2g:ref]

Hi Tori,

Thank you for your message.

As stated previously, I will continue to communicate in writing so that an accurate, auditable record is maintained. Written communication is a reasonable request during any investigation involving potential procedural errors or safety-related concerns.

Regarding the policy documentation I requested:

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Once the relevant written policy is provided, I will be able to review it and offer any response necessary. Until then, I will not be participating in a verbal meeting. This is to ensure clarity, accuracy, and compliance on all sides.

Please proceed with any necessary steps in writing, and include the policy documentation when available.

Thank you,

Ethan

On Thu, Nov 20, 2025, 8:47â€ AM Amazon HR <hr@exact.hr.amazon.dev> wrote:

Hi Ethan,

Apologies for the typo in my previous message. I would like to schedule our call for November 20, 2025 at 1:00 PM EST to discuss the current concerns that were raised to me. If you are unable to participate in a verbal conversation and not willing to comply with Amazon's investigation process, we will proceed with the investigation without your input.

If this time doesn't work for you, please propose an alternate time today.

As mentioned previously, the current situation is separate from ARSAW operations. I am unable to provide the documents you requested due to Amazon's confidentiality policies. It's also important to note that this present matter is unconnected to your previous final written warning.

Thank you,

Tori Wilson

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

From: dudeinwrens@gmail.com

Sent: 2025-11-19T21:51:58.000Z

To: hr@exact.hr.amazon.dev

Subject: Re: Amazon Case 20251112-1694963: Request for Interview [ref:!00D3t02mKvO.!500ar0WII2g:ref]

Subject: Re: Request for Written Documentation

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Until the relevant policy documentation is provided, and unless there is written clarification regarding the final written warning, the scheduling discrepancies, and the prior managerial conduct referenced, I will continue to communicate exclusively in writing. Written communication ensures compliance with documentation standards and maintains a clear, auditable investigative record.

Thank you,

Ethan

On Wed, Nov 19, 2025, 2:34 PM Amazon HR <hr@exact.hr.amazon.dev> wrote:

Hi Ethan,

I would like to schedule a call for tomorrow, November 19, 2025, at 1:00 PM EST to discuss the current concerns that were raised to me. If you are unable to participate in a verbal conversation and not willing to comply with Amazon's investigation process, we will proceed with the investigation without your input.

Please note that as you are on paid suspension, you will be compensated for the duration of our conversation.

As an Amazon team member, you are required to provide honest, open communication and demonstrate teamwork with a willingness to assist and/or cooperate with other team members on assignments/tasks. Per Amazon's Standards of Conduct, you must willingly comply with internal investigations and maintain professional interactions with others. Failure to adhere to these Amazon behavioral expectations may result in extending the timeline of corrective action or additional corrective action, up to and including termination of employment.

Thank you,

Tori Wilson

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

From: dudeinwrens@gmail.com

Sent: 2025-11-18T19:39:14.000Z

To: hr@exact.hr.amazon.dev

Subject: Re: Amazon Case 20251112-1694963: Request for Interview [ref:!00D3t02mKvO.!500ar0WII2g:ref]

Subject: Re: Missed Call

Hi Tori,

I received your email. To clarify: I am currently on paid suspension pending investigation. During suspension, I am not performing work, and I am not required to be reachable by phone. My request for which I've made multiple times is that all communication take place in writing so there is a clear, documented record for both parties.

I have not refused to participate in any part of the investigation. I am fully willing to respond to written questions or provide any documentation you need. What I am doing is enforcing a reasonable boundary by declining unscheduled or undocumented phone calls while on suspension.

Please continue all communication by email going forward.

Thank you,

Ethan

On Tue, Nov 18, 2025, 2:22 PM Amazon HR <hr@exact.hr.amazon.dev> wrote:

Hi Ethan -

I attempted to call you today at the scheduled time of 2:00pm but was unable to reach you.

As an Amazon team member, you are required to provide honest, open communication and demonstrate teamwork with a willingness to assist and/or cooperate with other team members on assignments/tasks. Furthermore, per Amazon's Standards of Conduct, you must willingly comply with internal investigations and continually maintain professional interactions with others. Failure to adhere to all Amazon behavioral expectations may result in extending the timeline of corrective action or additional corrective action up to and including termination of employment.

[Quoted text hidden]

Ethan <dudeinwrens@gmail.com>
To: Amazon HR <hr@exact.hr.amazon.dev>

Wed, Dec 3, 2025 at 9:56 PM

Hello,

This message serves as formal written notice of unpaid wages pursuant to F.S. § 448.08. I am owed 40 hours of paid suspension for November 23–26, 2025, at my hourly rate of \$30.05, totaling \$1,202.00 gross. Please issue payment in full on the next payroll cycle.

If payment is not received, I will pursue available remedies, including a civil claim for unpaid wages and attorney's fees as allowed under Florida law.

Thank you,
Ethan Womack
[Quoted text hidden]

Ethan <dudeinwrens@gmail.com>
To: Amazon HR <hr@exact.hr.amazon.dev>, jesbon@amazon.com
Cc: legal@omniversalmedia.org

Wed, Dec 3, 2025 at 10:02 PM

Hello,

This message serves as formal written notice of unpaid wages pursuant to F.S. § 448.08. I am owed 40 hours of paid suspension for November 23–26, 2025, at my hourly rate of \$30.05, totaling \$1,202.00 gross. Please issue payment in full on the next payroll cycle.

If payment is not received, I will pursue available remedies, including a civil claim for unpaid wages and attorney's fees as allowed under Florida law.

[@jesbon@amazon.com](mailto:jesbon@amazon.com) - Jessi, this falls under your direct supervision as Regional Sr Hr Manager - Tori reports up several levels before reaching you - after that, the NAFC HR Director - as such, know all of this was within your power to prevent - you failed to do so, and rests as your responsibility now to field.

To repeat myself once more

Hello,

This message serves as formal written notice of unpaid wages pursuant to F.S. § 448.08. I am owed 40 hours of paid suspension for November 23–26, 2025, at my hourly rate of \$30.05, totaling \$1,202.00 gross. Please issue payment in full on the next payroll cycle.

If payment is not received, I will pursue available remedies, including a civil claim for unpaid wages and attorney's fees as allowed under Florida law.

Thank you,

Ethan Womack"

Thank you,
Ethan Womack

[Quoted text hidden]

Bonanno, Jessi <jesbon@amazon.com>
To: Ethan <dudeinwrens@gmail.com>, Amazon HR <hr@exact.hr.amazon.dev>
Cc: legal@omniversalmedia.org <legal@omniversalmedia.org>

Wed, Dec 3, 2025 at 11:16 PM

Hi Ethan,

I hope you are well. I am no longer directly overseeing this site, but I will send to the new HRD to follow up.

Jessi Bonanno (she/her) | PXT Leader | Amazon Robotics Northeast and Southeast

"Life's most persistent and urgent question is, "What are you doing for others?" – Dr. MLK, Jr.

Please note I am working at a time that is best suited for my schedule, please do not feel the need to respond outside of your working hours.*

From: Ethan <dudeinwrens@gmail.com>
Sent: Wednesday, December 3, 2025 9:02 PM
To: Amazon HR <hr@exact.hr.amazon.dev>; Bonanno, Jessi <jesbon@amazon.com>
Cc: legal@omniversalmedia.org
Subject: RE: [EXTERNAL] Amazon Case 20251112-1694963: Request for Interview [ref:!00D3t02mKvO.!500ar0WII2g:ref]

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you can confirm the sender and know the content is safe.

[Quoted text hidden]

Ethan <dudeinwrens@gmail.com>
To: Bonanno, Jessi <jesbon@amazon.com>
Cc: Amazon HR <hr@exact.hr.amazon.dev>, legal@omniversalmedia.org

Thu, Dec 4, 2025 at 6:07 AM

Thank you, Jessi. Please confirm the full name and Amazon email address of the HRD you forwarded this to, and the expected timeline for their follow-up.

[Quoted text hidden]

 ~WRD0018.jpg
823 B