



Name - ROBERT TOM

Date - 6-28-06

Per the Agreement in the Teamsters Contract, you are hereby being issued a formal Written warning regarding your employment with Ringling Bros. and Barnum & Bailey Circus as a result of the following reason(s):

- Late For Work
- Missed Cue in Show
- Missed Load in
- Missed Load out
- Insubordinate Behavior
- Other (Below)

DID NOT SHOW UP FOR WORK, NO EXCUSE

You are hereby notified that if there are any further violations of the Ringling Bros. & Barnum & Bailey General Rules of Conduct or the rules of the Teamsters Contract Could result in termination.

[Signature]
Name - _____ Date _____
Employee

[Signature] 6-28-06
Name - _____ Date _____
Witness

[Signature] 6-28-06
Name - _____ Date _____
Witness

cc: Union Steward, Gilbert Valentin

DEFENDANT'S EXHIBIT
tabber
166

DEPOSITION EXHIBIT
#16 R. Tom
RA 12/17/07