

GEORGIA DEPARTMENT OF LABOR
CLAIMS EXAMINER'S DETERMINATIONSSN ***-**-3415BYB 03/22/20CWB 08/23/20

ACCT# 532774-07

GEORGIA DEPARTMENT OF LABOR
APPEALS TRIBUNAL
148 ANDREW YOUNG INT'L BLVD NE, STE 525
ATLANTA, GA 30303-1734
EMAIL: appeals@gdol.ga.gov
FAX: 404-232-3901 OR 404-232-3902

CLAIMANT	EMPLOYER
TINIKA S WARREN 2618 BATTLEGROUND AVE , A GREENSBORO NC 27408	ZAXBYS THOMAS & THORNGREN INC PO BOX 280100 NASHVILLE TN 37228

SECTION I - CLAIM DETERMINATION

Benefits are allowed as of 08/23/20.

SECTION II - LEGAL BASIS FOR DETERMINATION

Section 34-8-194 (2) (A) of the Employment Security Law says that you cannot be paid unemployment benefits if you were fired from your most recent employer for not following your employer's rules or orders. In addition, you may not be paid unemployment benefits if you were fired for failing to perform the duties for which you were hired, if that failure was within your control. You also cannot be paid benefits if you were suspended for any of these same reasons. The law says that your employer has to show that discharge or suspension was for a reason that would not allow you to be paid unemployment benefits. If you cannot be paid unemployment benefits under this section of the law, you may qualify at a later time. To do this, you must find other work and earn wages covered under unemployment law. The covered wages must be at least ten times the weekly amount of your claim. If you then become unemployed through no fault of your own, you may reapply for unemployment benefits.

SECTION III - REASONING

Your employer fired you for inappropriate conduct. If you violate a standard of conduct it is the same as violating an employer rule. The employer has the burden of proving, by a preponderance of evidence, that such violations took place. Available facts do not show that you violated employer rules or standards. Therefore you can be paid unemployment benefits.

SECTION IV - ACCOUNT CHARGEABILITY

NOTICE TO EMPLOYER:

SECTION V - APPEAL RIGHTS

NOTE: This determination will become final unless you file an appeal by 01/14/21. If you wish to file an appeal, submit a request online at dol.georgia.gov, in writing by email to appeals@gdol.ga.gov, or fax to 404.232.3901 or 404.232.3902. If you file an appeal you must continue to report on your claim as instructed, or you will not be paid if you win your appeal. Refer to the Claimant Handbook for more details.



275 E. Parris Ave., Suite 101
High Point, NC 27262
O: 336.887.6266 F: 336.887.3257

"Make First Choice Your Choice for Staffing"

February 11, 2021

TO WHOM IT MAY CONCERN:

Tinika Warren worked at First Choice Personnel (Innoworks Employment Services, Inc)
Starting January, 14, 2021
and Ending January 21, 2021.
Please let me know if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Sandra Hazelwood", written in a cursive style.

Sandra Hazelwood
Payroll Administrator

E-Mail: shazelwood@firstchoice-personnel.com



FIRST CHOICE
PERSONNEL

275 E Parris Ave. Suite 101

High Point, NC 27262

O: 336-887-6266 F: 336-887-3257

February 12, 2021

TO WHOM IT MAY CONCERN:

Tinika Warren worked at First Choice Personnel (Innoworks
Employment Services, Inc)

Starting January 14, 2021 and Ending January 21, 2021 due to being laid
off.

Please let me know if you have any questions.

Sincerely,

Martina Alexander

Administrative Assistant