

Worker Document 5 – WASH Spreadsheet

SSD Automated WASH 5.0.4 for [Redacted] on [Redacted]

Site Summary

Safety Incident Report	Manual Input				
Building VCPU	\$0.89	Support TPH	191.8		
Outbound		Inbound		Sortation	
OB VCPU	\$0.24	IB VCPU	\$0.22	Sort VCPU	\$0.23
OB TPH	109.8	IB TPH	120	Sort TPH	69.7
OB Hours	128.7	IB Hours	106	Sort Hours	150.8
OB Volume	14,128	IB Volume	12,662	Sort Volume (Packages)	10,518
Missed CE at SLAM	0	Sort Backlog	Manual Input		
TRB	Manual Input	Non-Sort Backlog	Manual Input		
Outbound FPY	0	Inbound FPY	0		
Success Story	Manual Input				

Outbound Details

OB TPH/Late SLAM Bridge	Manual Input				
Key Factors					
OB TPH	Pack Rebin Volume	VNA Pack Volume	Missed CE at SLAM		
109.8	13,994	299	0		
PPA/PPR Metrics					
Metric	Goal	Actual	TPH Impact	Manual Input	
Rebin Pick Rate	320	249.0	0.0		
Rebin Pack Rate	320	296.0	-3.1		
VNA Pick Rate	80	80.9	0.0		
VNA Pack Rate	100	134.5	0.7		
OB Support Hours %	6%	1.0%	0.0		
Trans Out Rate	250	73.2	-176.8		
Reverse Logistics Rate	250.00	117.0	-133.0		
AR Metrics					
Metric	Goal	Actual	Delta	Manual Input	
Pick Gap %	5.0%	3.4%	-1.6%		
Pick Takt Time	14	12.1	-1.9		
Quality Metrics					
Metric	Goal	Actual	Delta	Manual Input	
Pick Shorts DPMO	2,800	0	-2,800		
IOL > 3 Days	0	Manual Input	0		
222s Completed	4	Manual Input	0		

Inbound Details

IB TPH Bridge / FPY Bridge	Manual Input				
Key Factors					
IB TPH	Sort Volume	VNA Volume IB	S/M Mix %		
119.8	12,210	293	54.1%/45.9%		
PPA/PPR Metrics					
Metric	Goal	Actual	TPH Impact	Manual Input	
ETI Total Rate	200	165.9	-34.1		
IB Support Hours %	25%	25.7%	0.0		
IB Mix Impact	51%	54.1%/45.9%	0.0		

Manual Inputs

Site	<input type="text"/>		
	Date	Hour	Minute
Start	<input type="text"/>	6	30
End	<input type="text"/>	20	0
Hourly wage rate	\$26.00		
Units per package	1.6		
Injection packages	6,062		
OB TPH Goal	138		
IB TPH Goal	134		
Sort TPH Goal	92		

Email Inputs

email to:	<input type="text"/> managers@amazon.com
cc:	<input type="text"/>

Nike Transfer-In/Stow Rate (Small)	280	243.6	0.0	Manual Input
Nike Transfer-In/Stow Rate (Medium)	140	124.2	34.4	
Nike Transfer-In/Stow Rate (Large)	80	122.8	0.3	
Trans-In Stow Rate (VNA)	80	-	0.0	
AR Metrics				
Metric	Goal	Actual	Delta	Manual Input
NSTA	14%	8.9%	-5.1%	
UPF	10	16.5	6.5	
Takt Time	15	11.4	-3.6	
Quality Metrics				
Metric	Goal	Actual	Delta	Manual Input
IOL > 3 Days	0	Manual Input	0	
IOL > 5 Days	0	Manual Input	0	
222s Completed	5	Manual Input	0	
Multiple Events DPMO	500	0	-500	
SIPS Overages & Shorts DPMO	29,000	0	-29,000	
Stow BFV DPMO	3,500	0	-3,500	

Dispatch Details					
Routes Remaining at					
Sortation TPH Bridge	Manual Input				
Time	0500 (Breakfast)	0800 (Brunch)	1200 (Lunch)	1500 (Dinner)	1900 (Bedtime)
Number of Carts Not Departed	Manual Input	Manual Input	Manual Input	Manual Input	Manual Input
Bridge	Manual Input				
Key Factors					
Sort TPH	Total Packages	Sort Hours	COMP Scrub Time		
69.7	10,518	150.8	Manual Input		
PPA/PPR Metrics					
Metric	Goal	Actual	TPH Impact	Manual Input	
Container Building Rate	200	135.2	-14.0		
Induct Rate	1,000	824.1	-1.1		
Buffer Rate	1,500	367.8	0.0		
Dispatch Support Hours %	25%	39.6%	0.0		

ICQA Details					
Count Rate/Backlog Bridge	Manual Input				
Key Factors					
Amnesty Addbacks	SRC Backlog	CC Backlog	SBC Backlog	Manual Input	
95	324	280	2,900		
SBC Completed	SRC Completed	CC Completed			
2,761	680	117			
PPA/PPR Metrics					
Metric	Goal	Actual	Delta	Manual Input	
SRC Rate	250	175.4	-74.6		
CC Rate	200	170.1	-29.9		

Wash

SBC Rate	420	456.2	36.2	Manual Input
Amnesty Rates	100	12.5	-87.5	
ICQA Hours %	6%	7.1%	1.1%	

Support Details					
Key Factors					
Reverse Logistics Hours	Trans Out Hours	Support Hours	TOT Hours FC	TOT Hours DS	
6.7	23.5	82.6	10.5	8.0	
Support Hours Details					
Function	Goal	Actual	Delta	Manual Input	
Total Support Hours %	10%	16.2%	6.2%		
Admin/HR Hours	0	6.6	6.6		
Onboarding Hours	0	40.0	40.0		
Non-FC Controllable + Safety	0	0.0	0.0		
AR Support + Facilities	0	0.0	0.0		

Support Details	Inbound	AA Support - Facilities	Stam at Sort							Good to have but not necessary SUM(SortBLC-C)-F22
		Sort Backlog	Stam at T80							Good to have but not necessary
		T80								
		Pick/Pack FFY	Stam at Pick							Good to have but not necessary SUM(SUM(VLOOKUP("Total Pick",Attain(A,D,3,FALSE),VLOOKUP("Total Pack",Attain(A,D,4,FALSE))("SUM(100000))
		Non-Sort Backlog	Stam at Non							Good to have but not necessary SUM(SortBLC-ID, WashB13, SortBLC-C)+SUM(SortBLC-ID, WashB13, SortBLC-C)+SUM(SortBLC-ID, WashB13, SortBLC-C)+SUM(SortBLC-ID, WashB13, SortBLC-C)
		B FFY	Stam at B							Good to have but not necessary VLOOKUP("Total Inbound",Attain(A,1,1,1),1,1,FALSE)
		1 late delivery(T-3)	Stam at Late							Good to have but not necessary
		1 late appointment(T-3)	Stam at Late							Good to have but not necessary
		WEEK(T-3)	Stam at WeekD							Good to have but not necessary
		AA T8 Rate	Stam at AA							Good to have but not necessary IFERROR(VLOOKUP("% of Hours Filter",SCAR(1),1),SUM(WEEKDAY(TODAY()-1),FALSE),"Authenticate Midway B")
		Pick DPMO (Overall)	Stam at Pick							Good to have but not necessary
		Pack DPMO (Overall)	Stam at Pack							Good to have but not necessary
Outbound Details	Quality Metrics	Pick Short DPMO	Stam at Pick	#N/A		#N/A		#N/A		Good to have but not necessary
		Pack Damage DPMO	Stam at Pick							Good to have but not necessary
		PCPS DPMO	Stam at PCPS							Good to have but not necessary
Outbound Details	Quality Metrics	ICL-15 days	Stam at ICL							Good to have but not necessary
		220n Completed	Stam at 220n							Good to have but not necessary
		AK floor utilization	Stam at AK							Can Be Delayed
		VNA utilization	Stam at VNA							Can Be Delayed
		FFY Overall	Stam at FFY							Good to have but not necessary
		PC99 to Drageone	Stam at PC							Good to have but not necessary
		SFS Over and Short	Stam at SFS							Good to have but not necessary
		Stone Damage	Stam at Stone							Good to have but not necessary
		Stone Machine Gun	Stam at Stone							Good to have but not necessary
		Stone out of sequence	Stam at Scan							Good to have but not necessary
		Stone Bin Collision	Stam at Stone							Good to have but not necessary
		ICL-15 days	Stam at ICL							Good to have but not necessary
		ICL-15 days	Stam at ICL							Good to have but not necessary
		Downtimes	Stam at Downtimes							Good to have but not necessary
		UFP	Stam at UFP	PPA Quantity / Units	1,591,349,403	PPA Quantity / Units	1,591,349,403	1,591,349,403		Can Be Delayed Behind The Curtain DT1
		Diana City Inside Addition	Stam at Diana							Good to have but not necessary
		Dispatch Support Hours	Stam at Dispatch	Support Hours	-91,080,633			-91,080,633	Complete	Must Have
		Revenue Logistics Rate	Stam at Revenue					138,239,533	138,239,533	Complete
		Accuracy Rate	Stam at Accuracy					12,532,981	12,532,981	Complete
		Transfer-Out	Stam at Transfer					21,444,444,444		Complete
		Amtran Sortation Hours	Stam at Amtran					126.84	126.84	Complete
		Stone Slip Over And Sluice	Stam at Stone							Complete
		Stone Bin Filter Violation	Stam at Stone							Complete
		Pick Short	Stam at Pick							Complete
		Total Outbound	Stam at Total							Complete
		Total Inbound	Stam at Total							Complete
		ETH Total Rate	Stam at ETH		165,943,034	pay_detail inbound transfer to us from each Transfer to us		167,082,297	165,943,034	Complete
		VNA Pack Rate Stock	Stam at VNA					17,448,602		Complete

Metrics

IMPORTANT: FC Sites which are on PPR, the delivery station hours are all in ship dock hours in FC PPR itself. The Hours in PPA in DS are only to be used to calculate direct rates. The overall hours are incorrect.

Metric	Source	Feedback	Formula PPA	Formula PPR	What it will look like	Logic
Subject Line					Wash 4/26, Recordable-1, NM-1, VCPU: \$0.65	If there is any NM, LTI, Recordable, FAI, it will be indicated in Subject, otherwise will only mention vcpu
Safety incident report	GenSuite	Manual				
AA fill rate	Two possible data sources: 1. https://tiny.amazon.com/ablamax2GlobleviewSSDD 2. https://prime-now-ops.amazon.com/labor_pipeline/fill_rate_tracker/network_summary/activity_day-?commit=Search&utf8=		REF!		In percentage	Fill rate-All in (Fixed+Ready)
AA attendance	Clarity	Previous day attendance, same day not accurate				1. No matter when you run the macro, the excel should pull previous day's attendance as it would most accurate. 2. For example if the report is run at 23:30 on 4/23, it should pull the data for 4/22. 3. If the report is run at 0600 hrs on 4/24, it should pull the data for 4/23.
SGTs completed	GenSuite	Manual				
Building VCPU	PPA https://tiny.amazon.com/ablamax2GlobleviewSSDD https://tiny.amazon.com/ablamax2GlobleviewSSDD	For PPR sites, we need to take manual entries for: 1. Injection packages. 2. UPP (Units per package) For both PPA and PPR sites, we need to take manual entries for: 1. Wage rate (Different for different sites)	Manual STEPS to calculate building vcpu 1. Total sort packages: DS in-dock-in core total quantity from PPA 2. SSD sort hours=(DS total hours)*(FC OB UNITS)/(Total sort packages) 3. SSD total hours= FC total hours + SSD sort hours 4. Building vcpu: (SSD total hours)*(wage rate)/(OB quantity)	STEPS to calculate building vcpu 1. Total sort packages = Injection packages + (total OB units/UPP) 2. DS total hours= Ship dock hours in FC PPR 3. Injection sort hours=(DS total hours)*(injection packages)/(Total sort packages) 4. SSD total hours = FC total hours - injection sort hours 3. Building vcpu: (SSD total hours)*(wage rate)/(OB units)	0.65	
Support VCPU	PPA https://tiny.amazon.com/ablamax2GlobleviewSSDD		Support hours/OB quantity* wage rate	Support hours/OB Units* wage rate		
Support TPH	PPA https://tiny.amazon.com/ablamax2GlobleviewSSDD		From PPA	From PPR		
OB VCPU	PPA https://tiny.amazon.com/ablamax2GlobleviewSSDD		(OB Hours/OB Quantity)* Wage rate	(OB hours-ship dock hours)*(wage rate)/(OB Units)		
OB TPH	PPA		PPA	PPR		
OB Hours	PPA		PPA	PPR: (OB hours-ship dock hours)		
OB Volume	PPA					
Missed CE at 3LAM	http://outboundssnshotwebapp2-dev.us-east-1.elasticbeanstalk.com/CPT_Weekly					
TIB	https://centralflow.scpa.amazon.com/tray2/historic-log					
Pick/Pack FPY	https://tray.scpa.amazon.com/NA-?combine=					
IB VCPU	PPA		(IB hours/OB units)*wage rate			
IB TPH	PPA					
IB Hours	PPA					
IB Volume	PPA					
Sort Backlog	https://magic-sysip.corp.amazon.com/hips/thermometer					1. Backlog Log: and backlog is non-sort, all other FCs is sortable 2. We will have to take on time input from sites which one is their sort FC and which one is their non-sort FC.
Non-Sort Backlog	https://magic-sysip.corp.amazon.com/hips/thermometer					
IB FPY	https://tray.scpa.amazon.com/NA-?combine=					
Sort VCPU	PPA					
Sort TPH	PPA					
Sort Hours	PPA					
Sort Volume (Packages)	PPA					
Late delivery (T-3)	https://tiny.amazon.com/ablamax2GlobleviewSSDDSite					
Late departure (T-3)	https://tiny.amazon.com/ablamax2GlobleviewSSDDSite					
BWND (T-3)	https://tiny.amazon.com/ablamax2GlobleviewSSDDSite					
Outbound						
OB TPH	PPA https://tiny.amazon.com/ablamax2GlobleviewSSDD		PPA (pick: Attribute selector: picking_process_path and picking_process_path)	Chuting volume		
Rebin Volume	PPA https://tiny.amazon.com/ablamax2GlobleviewSSDD		PPA (pick: Attribute selector: picking_process_path and picking_process_path)	Pack Singles		
VNA Volume	PPA https://tiny.amazon.com/ablamax2GlobleviewSSDD					
% to S&OP	https://portal.sandop.a2z.com/#/network-viewer	The plan is loaded at a day level. If we run the macro between certain hours, it will not be accurate				
Singles percentage			PPA (Pack: Attribute selector: pack flow and pack flow)	Is there a way to differentiate between Singles and multis in Chuting itself? If there is, singles total will Pack singles from VNA and pack singles from chuting		
Multis percentage			PPA (Pack: Attribute selector: pack flow and pack flow)	Is there a way to differentiate between Singles and multis in Chuting itself? If there is, singles total will Pack singles from VNA and pack singles from chuting		
Rebin Pick rate	PPA (pick: Attribute selector: picking_process_path and picking_process_path)		PPA (pick: Attribute selector: picking_process_path and picking_process_path)	Chuting rate		
Rebin Pack Rate	PPA (pack: Attribute selector: picking_process_path and picking_process_path)		PPA (pack: Attribute selector: picking_process_path and picking_process_path)	Chuting rate		
VNA Pick Rate	PPA (pick: Attribute selector: picking_process_path and picking_process_path)		PPA (pick: Attribute selector: picking_process_path and picking_process_path)	Singles rate		

Metric Sources & Formulas

VNA Pack rate	PPA (pack: Attribute selector: picking_process_path and picking_process_path)		PPA (pack: Attribute selector: picking_process_path and picking_process_path)	Singles rate	
OB Support hours %age	PPA		(Total hours- pick hours -pack hours -slam hours-ship hours)/(Total OB hours)	Formula: (Total hours-ship dock hours-pick hours -pack hours)/(Total hours-ship dock hours)	
Pick ggr %age	Roboscout				
Pick Takt Time	Roboscout				
Pick DPMD (Overall)	FPY				
Pack DPMD (Overall)	FPY				
Pick Shorts DPMD	FPY				
Pick Damage DPMD	FPY				
POPS DPMD	FPY				
IOI-1 day	http://peculiar-inventory-na.aka.amazon.com/overview				
EyeWitnesses	https://eyewitnss.amazon.com/behavior/report/history		Pick to Rebin, Pack Multi		
Inbound					
IB TPH	PPA				
Sortable Volume	S,M units from PPA		Transfer in: SHM	ETI: Small, Medium	
VNA Volume	L units from PPA		Transfer in: L	ETI: Large	
S/M Mix %			Small units/Medium units	Small units/Medium Units	
AR floor utilization		if not ACMS, we can use Roboscout.			
VNA utilization	https://tiny.amazon.com/peamezscpc101new				
Each Slow Small	PPA		PPA (trans-in: Attribute selector: size category and container_type)		
Each Slow Medium	PPA		PPA (trans-in: Attribute selector: size category and container_type)		
Each Slow Large	PPA		PPA (trans-in: Attribute selector: size category and container_type)		
Case Slow Small	PPA		PPA (trans-in: Attribute selector: size category and container_type)	Could not find this in PPR. Is it available?	
Case Slow Medium	PPA		PPA (trans-in: Attribute selector: size category and container_type) (All hours except trans-in/Total IB hours)		
IB Support hours %age	PPA				
NSTA	Robo scout				
UPF	Roboscout				
Takt Time	Roboscout				
FPY Overall	https://tiny.amazon.com/NA/combined				
PCSR to Dragone	https://tiny.amazon.com/NA/combined				
SIFS Over and Shorts	https://tiny.amazon.com/NA/combined				
Slow Damage	https://tiny.amazon.com/NA/combined				
Slow Machine Gun	https://tiny.amazon.com/NA/combined				
Scan out of sequence	https://tiny.amazon.com/NA/combined				
Slow Bin Collision	https://tiny.amazon.com/NA/combined				
IOI-3 days	http://peculiar-inventory-na.aka.amazon.com/overview				
IOI-5 Days	http://peculiar-inventory-na.aka.amazon.com/overview				
EyeWitness	https://eyewitnss.amazon.com/behavior/report/history		IB Each Slow Process 322		
Sortation					
Sort TPH	https://tiny.amazon.com/01memazppainpnode		Container building rates	Container building rates	
Total packages	PPA		Quantity	Quantity	
UPP	https://tiny.amazon.com/01memazppainpnode		SFL1 PPAquantity/units	Manual entry	
COMP Scrub time	manual entry		Manual entry	Manual entry	
Sort rate	PPA		Container building rate	Container building rate	
Induct Rate	PPA		Induct rate	Induct rate	
Buffer Rate	PPA		Sort-pick to buffer rate	Sort-pick to buffer rate	
Dispatch support hours %	PPA		(All hours except induct and container building)/Total hours	(All hours except induct and container building)/Total hours	
EyeWitnesses	https://eyewitnss.amazon.com/behavior/report/history				
Late delivery %	https://tiny.amazon.com/ichakamasite/ewFlex		%late	%late departure (filter on metric group on [all])	
Late departure %	https://tiny.amazon.com/ichakamasite/ewFlex			%late induct (filter on metric group on [all])	
Late induct %	https://tiny.amazon.com/ichakamasite/ewFlex			%Sort compliance (filter on metric group on [all])	
Sort Compliance	https://tiny.amazon.com/ichakamasite/ewFlex			%BWND (filter on metric group on [all])	
BWND	https://tiny.amazon.com/ichakamasite/ewFlex				
Same day route additions		Still trying to find the table			
ICQA					
Amnesty Addbacks	PPA		Amnesty 10011	From ICQA	
SRC Backlog	https://tc-quality-dashboards-iaid.aka.amazon.com/management/count_density				
CC Backlog	https://tc-quality-dashboards-iaid.aka.amazon.com/management/count_density				
SBC Backlog	https://tc-quality-dashboards-iaid.aka.amazon.com/management/count_density				
SRC Rate	PPA				
CC Rate	PPA				
SBC Rate	PPA				
ICQA hours %	PPA		(ICQA total hours)/(FC hours + DS Hours)	(ICQA total hours)/FC hours	
Support					
Reverse logistics hours	PPA				
Trans-out hours	PPA				
Support Hours	PPA		Total support hours which including ICQA, Admin/HR/Facilities/On-boarding/Safety		
TOT Hours FC	PPA		PPA test column [FC]		

Metric Sources & Formulas

Employee ID	Employee Name	Manager	Time On Task	Total Time	Percent Time on Task
REDACTED	REDACTED	REDACTED	0	4.016666667	0
REDACTED	REDACTED	REDACTED	0.341666667	4.466388889	7.649729461
REDACTED	REDACTED	REDACTED	0.421111111	4.566388889	9.221972139
REDACTED	REDACTED	REDACTED	0.483055556	4.566388889	10.57850234
REDACTED	REDACTED	REDACTED	4.479722222	8.533055556	52.49845373
REDACTED	REDACTED	REDACTED	0.583333333	0.583333333	100
REDACTED	REDACTED	REDACTED	8.399722222	8.399722222	100
REDACTED	REDACTED	REDACTED	0.483055556	0.483055556	100
REDACTED	REDACTED	REDACTED	4.199722222	4.199722222	100
REDACTED	REDACTED	REDACTED	4.583055556	4.583055556	100
REDACTED	REDACTED	REDACTED	0.483055556	0.483055556	100
REDACTED	REDACTED	REDACTED	0.599722222	0.599722222	100
REDACTED	REDACTED	REDACTED	0.583055556	0.583055556	100
REDACTED	REDACTED	REDACTED	8.382777778	8.382777778	100
REDACTED	REDACTED	REDACTED	4.382777778	4.382777778	100
REDACTED	REDACTED	REDACTED	0.549722222	0.549722222	100
REDACTED	REDACTED	REDACTED	3.093611111	4.25	72.79084967
REDACTED	REDACTED	REDACTED	3.093888889	4.25	72.79738562
REDACTED	REDACTED	REDACTED	3.110555556	4.266666667	72.90364583
REDACTED	REDACTED	REDACTED	4.5	4.5	100
REDACTED	REDACTED	REDACTED	4.4	4.4	100
REDACTED	REDACTED	REDACTED	4.4	4.4	100
REDACTED	REDACTED	REDACTED	4.466666667	4.466666667	100
REDACTED	REDACTED	REDACTED	4.283333333	4.283333333	100
REDACTED	REDACTED	REDACTED	4.383333333	4.383333333	100
REDACTED	REDACTED	REDACTED	4.5	4.5	100
REDACTED	REDACTED	REDACTED	5.382222222	5.382222222	100
REDACTED	REDACTED	REDACTED	0	0.616666667	0
REDACTED	REDACTED	REDACTED	0.483055556	4.583055556	10.54003273
REDACTED	REDACTED	REDACTED	0.483055556	4.516388889	10.69561474
REDACTED	REDACTED	REDACTED	0.499722222	4.533055556	11.0239598
REDACTED	REDACTED	REDACTED	0.483055556	4.283055556	11.27829302
REDACTED	REDACTED	REDACTED	0.483055556	4.283055556	11.27829302

TOT

REDACTED	REDACTED	REDACTED	0.466388889	0.466388889	100
REDACTED	REDACTED	REDACTED	4.55	4.55	100
REDACTED	REDACTED	REDACTED	0.499722222	0.499722222	100
REDACTED	REDACTED	REDACTED	0.583055556	0.583055556	100
REDACTED	REDACTED	REDACTED	0.449722222	0.449722222	100
REDACTED	REDACTED	REDACTED	0.483055556	0.483055556	100
REDACTED	REDACTED	REDACTED	0.416666667	0.416666667	100
REDACTED	REDACTED	REDACTED	8.5	8.5	100
REDACTED	REDACTED	REDACTED	0.483055556	0.483055556	100
REDACTED	REDACTED	REDACTED	4.582777778	4.582777778	100
REDACTED	REDACTED	REDACTED	4.433055556	4.433055556	100
REDACTED	REDACTED	REDACTED	0.583055556	0.583055556	100
REDACTED	REDACTED	REDACTED	0.583055556	0.583055556	100
REDACTED	REDACTED	REDACTED	0.533055556	0.533055556	100
REDACTED	REDACTED	REDACTED	0	2.683333333	0
REDACTED	REDACTED	REDACTED	0.483055556	4.516388889	10.69561474
REDACTED	REDACTED	REDACTED	0.499722222	4.466388889	11.18850675
REDACTED	REDACTED	REDACTED	1.162777778	4.466388889	26.03395734
REDACTED	REDACTED	REDACTED	2.098611111	4.516111111	46.46943043
REDACTED	REDACTED	REDACTED	0.499722222	0.499722222	100
REDACTED	REDACTED	REDACTED	0.449722222	0.449722222	100
REDACTED	REDACTED	REDACTED	4.499722222	4.499722222	100
REDACTED	REDACTED	REDACTED	4.499444444	4.499444444	100
REDACTED	REDACTED	REDACTED	7.583333333	7.583333333	100
REDACTED	REDACTED	REDACTED	4.583055556	4.583055556	100
REDACTED	REDACTED	REDACTED	4.516388889	4.516388889	100
REDACTED	REDACTED	REDACTED	4.516111111	4.516111111	100
REDACTED	REDACTED	REDACTED	8.899722222	8.899722222	100
REDACTED	REDACTED	REDACTED	9.499722222	9.499722222	100
REDACTED	REDACTED	REDACTED	0.316944444	4.416388889	7.176551984
REDACTED	REDACTED	REDACTED	4.503611111	8.549444444	52.67723699
REDACTED	REDACTED	REDACTED	3.163055556	4.532777778	69.78183601
REDACTED	REDACTED	REDACTED	0.549722222	0.549722222	100
REDACTED	REDACTED	REDACTED	3.866666667	3.866666667	100

TOT

REDACTED	REDACTED	REDACTED	4.449722222	4.449722222	100
REDACTED	REDACTED	REDACTED	3.549722222	3.549722222	100
REDACTED	REDACTED	REDACTED	4.483333333	4.483333333	100
REDACTED	REDACTED	REDACTED	4.499722222	4.499722222	100
REDACTED	REDACTED	REDACTED	8.499722222	8.499722222	100
REDACTED	REDACTED	REDACTED	0.499722222	0.499722222	100
REDACTED	REDACTED	REDACTED	0.499722222	0.499722222	100
REDACTED	REDACTED	REDACTED	4.499444444	4.499444444	100
REDACTED	REDACTED	REDACTED	8.566666667	8.566666667	100
REDACTED	REDACTED	REDACTED	0.533055556	0.533055556	100
REDACTED	REDACTED	REDACTED	0.533055556	0.533055556	100
REDACTED	REDACTED	REDACTED	0.583055556	0.583055556	100
REDACTED	REDACTED	REDACTED	4.466388889	4.466388889	100
REDACTED	REDACTED	REDACTED	0.583055556	0.583055556	100
REDACTED	REDACTED	REDACTED	0	6.549722222	0
REDACTED	REDACTED	REDACTED	0	8.616666667	0
REDACTED	REDACTED	REDACTED	0.349444444	4.499722222	7.765911476
REDACTED	REDACTED	REDACTED	0.466388889	4.733055556	9.853864663
REDACTED	REDACTED	REDACTED	0.499722222	4.516388889	11.06464112
REDACTED	REDACTED	REDACTED	4.432777778	8.482777778	52.25620538
REDACTED	REDACTED	REDACTED	4.516388889	4.516388889	100
REDACTED	REDACTED	REDACTED	4.516111111	4.516111111	100
REDACTED	REDACTED	REDACTED	0.566388889	0.566388889	100
REDACTED	REDACTED	REDACTED	4.499444444	4.499444444	100
REDACTED	REDACTED	REDACTED	0.549722222	0.549722222	100
REDACTED	REDACTED	REDACTED	0.05	0.05	100
REDACTED	REDACTED	REDACTED	4.466388889	4.466388889	100
REDACTED	REDACTED	REDACTED	0	4.5	0
REDACTED	REDACTED	REDACTED	0.466388889	4.483055556	10.40337072
REDACTED	REDACTED	REDACTED	1.901944444	6.116388889	31.09587175
REDACTED	REDACTED	REDACTED	2.433333333	6.466666667	37.62886598
REDACTED	REDACTED	REDACTED	3.916388889	8.416388889	46.53288887
REDACTED	REDACTED	REDACTED	4.357222222	8.516388889	51.1627907
REDACTED	REDACTED	REDACTED	4.083333333	7.95	51.36268344

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REDACTED	REDACTED	REDACTED	4.449722222	8.483055556	52.45423884
REDACTED	REDACTED	REDACTED	4.466388889	8.499722222	52.54746887
REDACTED	REDACTED	REDACTED	4.083333333	7.666666667	53.26086957
REDACTED	REDACTED	REDACTED	4.033055556	6.433055556	62.69268967
REDACTED	REDACTED	REDACTED	8.466388889	8.466388889	100
REDACTED	REDACTED	REDACTED	0.016666667	0.016666667	100
REDACTED	REDACTED	REDACTED	4.5	4.5	100
REDACTED	REDACTED	REDACTED	0.016666667	0.016666667	100
REDACTED	REDACTED	REDACTED	0.533055556	0.533055556	100
REDACTED	REDACTED	REDACTED	8.516666667	8.516666667	100
REDACTED	REDACTED	REDACTED	0.449722222	0.449722222	100
REDACTED	REDACTED	REDACTED	2.516111111	2.516111111	100
REDACTED	REDACTED	REDACTED	7.966388889	7.966388889	100
REDACTED	REDACTED	REDACTED	0.416388889	0.416388889	100
REDACTED	REDACTED	REDACTED	8.216388889	8.216388889	100
REDACTED	REDACTED	REDACTED	7	7	100
REDACTED	REDACTED	REDACTED	0.016666667	0.016666667	100
REDACTED	REDACTED	REDACTED	0.1	0.1	100
REDACTED	REDACTED	REDACTED	7.483333333	7.483333333	100
REDACTED	REDACTED	REDACTED	3.983333333	7.966666667	50
REDACTED	REDACTED	REDACTED	5.570555556	9.499444444	58.64085619
REDACTED	REDACTED	REDACTED	6.099722222	6.099722222	100
REDACTED	REDACTED	REDACTED	0.016666667	0.016666667	100
REDACTED	REDACTED	REDACTED	0.566388889	0.566388889	100
REDACTED	REDACTED	REDACTED	4.5	4.5	100
REDACTED	REDACTED	REDACTED	8.499722222	8.499722222	100
REDACTED	REDACTED	REDACTED	8.449722222	8.449722222	100
REDACTED	REDACTED	REDACTED	0.05	0.05	100
REDACTED	REDACTED	REDACTED	3.456944444	4.549444444	75.98607889
REDACTED	REDACTED	REDACTED	0.466388889	0.466388889	100
REDACTED	REDACTED	REDACTED	4.433055556	4.433055556	100
REDACTED	REDACTED	REDACTED	4.533055556	4.533055556	100
REDACTED	REDACTED	REDACTED	4.433055556	4.433055556	100
REDACTED	REDACTED	REDACTED	4.633055556	4.633055556	100

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4.11666667 4.11666667

100

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Process Name	Function Name	Employee Type	Employee Id	Name	Manager	Paid Hours-Small(function,employee)	Paid Hours-Medium(function,employee)	Paid Hours-Large(function,employee)	Paid Hours-HeavyBulky(function,employee)	Paid Hours-Total(function,employee)	Job Action	Jobs	JPH	Unit Type	Size	Units	UPH	
Each Transfer In	Each Transfer In	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	4.33	0	4.33	EachStowed	294	67.9	EACH	Small	0	0
Each Transfer In	Each Transfer In	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	4.33	0	4.33	EachStowed	294	67.9	EACH	Medium	1	400
Each Transfer In	Each Transfer In	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	4.33	0	4.33	EachStowed	294	67.9	EACH	Large	293	67.71
Each Transfer In	Each Transfer In	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	4.33	0	4.33	EachStowed	294	67.9	EACH	HeavyBulky	0	0
Each Transfer In	Each Transfer In	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	4.33	0	4.33	EachStowed	294	67.9	EACH	Total	294	67.9
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.05	2.99	0	0.04	0	4.09	NikeStow	725	177.41	EACH	Small	253	240.44
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.05	2.99	0	0.04	0	4.09	NikeStow	725	177.41	EACH	Medium	465	155.5
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.05	2.99	0	0.04	0	4.09	NikeStow	725	177.41	EACH	Large	7	159.49
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.05	2.99	0	0.04	0	4.09	NikeStow	725	177.41	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.05	2.99	0	0.04	0	4.09	NikeStow	725	177.41	EACH	Total	725	177.41
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.05	2.99	0	0.04	0	4.09	NikeStow	725	177.41	Case	Total	69	16.88
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.13	0.2	0	0	0	0.33	NikeStow	65	195.33	EACH	Small	33	248.02
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.13	0.2	0	0	0	0.33	NikeStow	65	195.33	EACH	Medium	32	160.45
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.13	0.2	0	0	0	0.33	NikeStow	65	195.33	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.13	0.2	0	0	0	0.33	NikeStow	65	195.33	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.13	0.2	0	0	0	0.33	NikeStow	65	195.33	EACH	Total	65	195.33
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0	0.02	NikeStow	0	0	EACH	Small	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0	0.02	NikeStow	0	0	EACH	Medium	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0	0.02	NikeStow	0	0	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0	0.02	NikeStow	0	0	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0	0.02	NikeStow	0	0	EACH	Total	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.04	2.49	0	0.02	0	4.55	NikeStow	680	149.49	EACH	Small	379	185.63
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.04	2.49	0	0.02	0	4.55	NikeStow	680	149.49	EACH	Medium	299	120.05
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.04	2.49	0	0.02	0	4.55	NikeStow	680	149.49	EACH	Large	2	124.14
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.04	2.49	0	0.02	0	4.55	NikeStow	680	149.49	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.04	2.49	0	0.02	0	4.55	NikeStow	680	149.49	EACH	Total	680	149.49
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.04	2.49	0	0.02	0	4.55	NikeStow	680	149.49	Case	Total	129	28.36
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.32	0	0	0	0.39	NikeStow	42	108.31	EACH	Small	10	153.85
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.32	0	0	0	0.39	NikeStow	42	108.31	EACH	Medium	32	99.22
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.32	0	0	0	0.39	NikeStow	42	108.31	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.32	0	0	0	0.39	NikeStow	42	108.31	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.32	0	0	0	0.39	NikeStow	42	108.31	EACH	Total	42	108.31
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.32	0	0	0	0.39	NikeStow	42	108.31	Case	Total	15	38.68
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.38	0	0	0	0.59	NikeStow	59	99.21	EACH	Small	28	127.76
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.38	0	0	0	0.59	NikeStow	59	99.21	EACH	Medium	31	82.61
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.38	0	0	0	0.59	NikeStow	59	99.21	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.38	0	0	0	0.59	NikeStow	59	99.21	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.38	0	0	0	0.59	NikeStow	59	99.21	EACH	Total	59	99.21
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.38	0	0	0	0.59	NikeStow	59	99.21	Case	Total	11	18.5
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	2.45	0.01	0	0	4.41	NikeStow	745	169	EACH	Small	410	210.53
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	2.45	0.01	0	0	4.41	NikeStow	745	169	EACH	Medium	334	136.14
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	2.45	0.01	0	0	4.41	NikeStow	745	169	EACH	Large	1	144
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	2.45	0.01	0	0	4.41	NikeStow	745	169	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	2.45	0.01	0	0	4.41	NikeStow	745	169	EACH	Total	745	169
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	2.45	0.01	0	0	4.41	NikeStow	745	169	Case	Total	119	26.99
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.15	2.09	0	0.08	0	3.31	NikeStow	670	202.11	EACH	Small	301	262.75
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.15	2.09	0	0.08	0	3.31	NikeStow	670	202.11	EACH	Medium	355	169.95
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.15	2.09	0	0.08	0	3.31	NikeStow	670	202.11	EACH	Large	14	174.39
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.15	2.09	0	0.08	0	3.31	NikeStow	670	202.11	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.15	2.09	0	0.08	0	3.31	NikeStow	670	202.11	EACH	Total	670	202.11
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.15	2.09	0	0.08	0	3.31	NikeStow	670	202.11	Case	Total	1	0.3
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.06	2.02	0	0.03	0	3.11	NikeStow	391	125.75	EACH	Small	174	163.85
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.06	2.02	0	0.03	0	3.11	NikeStow	391	125.75	EACH	Medium	214	105.96
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.06	2.02	0	0.03	0	3.11	NikeStow	391	125.75	EACH	Large	3	109.09
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.06	2.02	0	0.03	0	3.11	NikeStow	391	125.75	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.06	2.02	0	0.03	0	3.11	NikeStow	391	125.75	EACH	Total	391	125.75
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.06	2.02	0	0.03	0	3.11	NikeStow	391	125.75	Case	Total	26	8.36
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.34	0.83	0	0	0	1.17	NikeStow	83	71.19	EACH	Small	32	95.13
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.34	0.83	0	0	0	1.17	NikeStow	83	71.19	EACH	Medium	51	61.51
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.34	0.83	0	0	0	1.17	NikeStow	83	71.19	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.34	0.83	0	0	0	1.17	NikeStow	83	71.19	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.34	0.83	0	0	0	1.17	NikeStow	83	71.19	EACH	Total	83	71.19
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.34	0.83	0	0	0	1.17	NikeStow	83	71.19	Case	Total	12	10.29
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.98	2.27	0	0.08	0	4.32	NikeStow	760	175.9	EACH	Small	430	217.54
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.98	2.27	0	0.08	0	4.32	NikeStow	760	175.9	EACH	Medium	319	140.68
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.98	2.27	0	0.08	0	4.32	NikeStow	760	175.9	EACH	Large	11	144.53
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.98	2.27	0	0.08	0	4.32	NikeStow	760	175.9	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.98	2.27	0	0.08	0	4.32	NikeStow	760	175.9	EACH	Total	760	175.9
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.98	2.27	0	0.08	0	4.32	NikeStow	760	175.9	Case	Total	134	31.01
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.14	0	0	0	0.21	NikeStow	9	42.13	EACH	Small	4	54.96
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.14	0	0	0	0.21	NikeStow	9	42.13	EACH	Medium	5	35.57
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.14	0	0	0	0.21	NikeStow	9	42.13	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.14	0	0	0	0.21	NikeStow	9	42.13	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.14	0	0	0	0.21	NikeStow	9	42.13	EACH	Total	9	42.13
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.14	0	0	0	0.21	NikeStow	9	42.13	Case	Total	1	4.68
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.08	0.33	0	0	0	0.41	NikeStow	21	50.87	EACH	Small	6	70.82
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.08	0.33	0	0	0	0.41	NikeStow	21	50.87	EACH	Medium	15	45.76
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.08	0.33	0	0	0	0.41	NikeStow	21	50.87	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.08	0.33	0										

Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.19	0.35	0	0	0.54 NikeStow	58 107.24 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.19	0.35	0	0	0.54 NikeStow	58 107.24 EACH	Total	58	107.24
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.19	0.35	0	0	0.54 NikeStow	58 107.24 Case	Total	6	11.09
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.31	1.27	0	0	3.58 NikeStow	517 144.32 EACH	Small	381	165.07
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.31	1.27	0	0	3.58 NikeStow	517 144.32 EACH	Medium	136	106.76
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.31	1.27	0	0	3.58 NikeStow	517 144.32 EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.31	1.27	0	0	3.58 NikeStow	517 144.32 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.31	1.27	0	0	3.58 NikeStow	517 144.32 EACH	Total	517	144.32
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.31	1.27	0	0	3.58 NikeStow	517 144.32 Case	Total	58	16.19
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.62	2.88	0.01	0	5.51 NikeStow	1073 194.77 EACH	Small	626	239.08
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.62	2.88	0.01	0	5.51 NikeStow	1073 194.77 EACH	Medium	446	154.62
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.62	2.88	0.01	0	5.51 NikeStow	1073 194.77 EACH	Large	1	163.64
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.62	2.88	0.01	0	5.51 NikeStow	1073 194.77 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.62	2.88	0.01	0	5.51 NikeStow	1073 194.77 EACH	Total	1073	194.77
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.62	2.88	0.01	0	5.51 NikeStow	1073 194.77 Case	Total	53	9.62
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.73	1.99	0.05	0	2.76 NikeStow	394 142.58 EACH	Small	140	192.73
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.73	1.99	0.05	0	2.76 NikeStow	394 142.58 EACH	Medium	248	124.64
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.73	1.99	0.05	0	2.76 NikeStow	394 142.58 EACH	Large	6	127.81
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.73	1.99	0.05	0	2.76 NikeStow	394 142.58 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.73	1.99	0.05	0	2.76 NikeStow	394 142.58 EACH	Total	394	142.58
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.73	1.99	0.05	0	2.76 NikeStow	394 142.58 Case	Total	59	21.35
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02 NikeStow	0 0 EACH	Small	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02 NikeStow	0 0 EACH	Medium	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02 NikeStow	0 0 EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02 NikeStow	0 0 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02 NikeStow	0 0 EACH	Total	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02 NikeStow	0 0 Case	Total	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.07	0	0	0.29 NikeStow	29 101.46 EACH	Small	24	111.05
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.07	0	0	0.29 NikeStow	29 101.46 EACH	Medium	5	72
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.07	0	0	0.29 NikeStow	29 101.46 EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.07	0	0	0.29 NikeStow	29 101.46 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.07	0	0	0.29 NikeStow	29 101.46 EACH	Total	29	101.46
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.07	0	0	0.29 NikeStow	29 101.46 Case	Total	9	31.49
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.11	0.22	0	0	0.34 NikeStow	23 68.32 EACH	Small	10	89.55
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.11	0.22	0	0	0.34 NikeStow	23 68.32 EACH	Medium	13	57.85
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.11	0.22	0	0	0.34 NikeStow	23 68.32 EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.11	0.22	0	0	0.34 NikeStow	23 68.32 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.11	0.22	0	0	0.34 NikeStow	23 68.32 EACH	Total	23	68.32
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.11	0.22	0	0	0.34 NikeStow	23 68.32 Case	Total	7	20.79
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.28	0	0	0.65 NikeStow	87 134.36 EACH	Small	13	197.47
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.58	0	0	0.65 NikeStow	87 134.36 EACH	Medium	74	127.28
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.58	0	0	0.65 NikeStow	87 134.36 EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.58	0	0	0.65 NikeStow	87 134.36 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.58	0	0	0.65 NikeStow	87 134.36 EACH	Total	87	134.36
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.58	0	0	0.65 NikeStow	87 134.36 Case	Total	34	52.51
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.69	1.32	0	0	3 NikeStow	474 157.96 EACH	Small	315	186.91
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.69	1.32	0	0	3 NikeStow	474 157.96 EACH	Medium	159	120.89
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.69	1.32	0	0	3 NikeStow	474 157.96 EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.69	1.32	0	0	3 NikeStow	474 157.96 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.69	1.32	0	0	3 NikeStow	474 157.96 EACH	Total	474	157.96
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.69	1.32	0	0	3 NikeStow	474 157.96 Case	Total	53	17.66
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.25	0.15	0	0	0.4 NikeStow	65 162.84 EACH	Small	47	187.58
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.25	0.15	0	0	0.4 NikeStow	65 162.84 EACH	Medium	18	121.35
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.25	0.15	0	0	0.4 NikeStow	65 162.84 EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.25	0.15	0	0	0.4 NikeStow	65 162.84 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.25	0.15	0	0	0.4 NikeStow	65 162.84 EACH	Total	65	162.84
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.42	0	0	0.42 NikeStow	19 45.66 EACH	Small	9	22.55
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.42	0	0	0.42 NikeStow	19 45.66 EACH	Medium	19	45.66
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.42	0	0	0.42 NikeStow	19 45.66 EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.42	0	0	0.42 NikeStow	19 45.66 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.42	0	0	0.42 NikeStow	19 45.66 EACH	Total	19	45.66
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.42	0	0	0.42 NikeStow	19 45.66 Case	Total	2	4.81
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.2	2.31	0	0	3.51 NikeStow	713 203.15 EACH	Small	318	264.63
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.2	2.31	0	0	3.51 NikeStow	713 203.15 EACH	Medium	395	171.16
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.2	2.31	0	0	3.51 NikeStow	713 203.15 EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.2	2.31	0	0	3.51 NikeStow	713 203.15 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.2	2.31	0	0	3.51 NikeStow	713 203.15 EACH	Total	713	203.15
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.2	2.31	0	0	3.51 NikeStow	713 203.15 Case	Total	105	29.92
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.01	0.32	0	0	0.33 NikeStow	18 54.09 EACH	Small	1	83.72
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.01	0.32	0	0	0.33 NikeStow	18 54.09 EACH	Medium	17	53.03
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.01	0.32	0	0	0.33 NikeStow	18 54.09 EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.01	0.32	0	0	0.33 NikeStow	18 54.09 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.01	0.32	0	0	0.33 NikeStow	18 54.09 EACH	Total	18	54.09
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.01	0.32	0	0	0.33 NikeStow	18 54.09 Case	Total	10	30.05
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.2	0	0	0.38 NikeStow	39 101.96 EACH	Small	23	124.89
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.2	0	0	0.38 NikeStow	39 101.96 EACH	Medium	16	80.79
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.2	0	0	0.38 NikeStow	39 101.96 EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.2	0	0	0.38 NikeStow	39 101.96 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.2	0	0	0.38 NikeStow	39 101.96 EACH	Total	39	101.96
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.2	0	0	0.38 NikeStow	39 101.96 Case	Total	8	20.92
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.35	3.05	0.03	0	4.43 NikeStow	512 115.7 EACH	Small	207	153.33
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.35	3.05	0.03	0	4.43 NikeStow	512 115.7 EACH	Medium	302	99.16
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.35	3.05	0.03	0	4.43 NikeStow	512 115.7 EACH	Large	3	101.89
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.35	3.05	0.03	0	4.43 NikeStow	512 115.7 EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.35	3.05	0.03	0	4.43 NikeStow	512 115.7 EACH	Total	512	115.7
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.35	3.05	0.03	0	4.43 NikeStow	512 115.7 Case	Total	64	14.46

Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	3.96	3.93	0.04	0	7.92 NikeStow	1899	239.71	EACH	Small	1152	291.2
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	3.96	3.93	0.04	0	7.92 NikeStow	1899	239.71	EACH	Medium	740	188.34
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	3.96	3.93	0.04	0	7.92 NikeStow	1899	239.71	EACH	Large	7	193.85
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	3.96	3.93	0.04	0	7.92 NikeStow	1899	239.71	EACH	HeavyBulk	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	3.96	3.93	0.04	0	7.92 NikeStow	1899	239.71	EACH	Total	1899	239.71
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	3.96	3.93	0.04	0	7.92 NikeStow	1899	239.71	Case	Total	84	10.6
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.21	0.3	0	0	0.52 NikeStow	60	116.25	EACH	Small	31	147.04
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.21	0.3	0	0	0.52 NikeStow	60	116.25	EACH	Medium	29	95.08
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.21	0.3	0	0	0.52 NikeStow	60	116.25	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.21	0.3	0	0	0.52 NikeStow	60	116.25	EACH	HeavyBulk	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.21	0.3	0	0	0.52 NikeStow	60	116.25	EACH	Total	60	116.25
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.21	0.3	0	0	0.52 NikeStow	60	116.25	Case	Total	24	46.5
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.1	0.3	0.02	0	0.42 NikeStow	67	159.21	EACH	Small	21	219.13
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.1	0.3	0.02	0	0.42 NikeStow	67	159.21	EACH	Medium	43	141.5
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.1	0.3	0.02	0	0.42 NikeStow	67	159.21	EACH	Large	3	145.95
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.1	0.3	0.02	0	0.42 NikeStow	67	159.21	EACH	HeavyBulk	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.1	0.3	0.02	0	0.42 NikeStow	67	159.21	EACH	Total	67	159.21
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.1	0.3	0.02	0	0.42 NikeStow	67	159.21	Case	Total	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.33	0	0	0	0.33 NikeStow	2	6.02	EACH	Small	2	6.02
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.33	0	0	0	0.33 NikeStow	2	6.02	EACH	Medium	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.33	0	0	0	0.33 NikeStow	2	6.02	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.33	0	0	0	0.33 NikeStow	2	6.02	EACH	HeavyBulk	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.33	0	0	0	0.33 NikeStow	2	6.02	EACH	Total	2	6.02
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.33	0	0	0	0.33 NikeStow	2	6.02	Case	Total	1	3.01
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.24	0	0	0.42 NikeStow	28	67.33	EACH	Small	15	84.51
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.24	0	0	0.42 NikeStow	28	67.33	EACH	Medium	13	54.61
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.24	0	0	0.42 NikeStow	28	67.33	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.24	0	0	0.42 NikeStow	28	67.33	EACH	HeavyBulk	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.24	0	0	0.42 NikeStow	28	67.33	EACH	Total	28	67.33
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.24	0	0	0.42 NikeStow	28	67.33	Case	Total	3	7.21
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.84	2.13	0.02	0	3 NikeStow	482	160.93	EACH	Small	182	215.67
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.84	2.13	0.02	0	3 NikeStow	482	160.93	EACH	Medium	297	139.45
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.84	2.13	0.02	0	3 NikeStow	482	160.93	EACH	Large	3	144
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.84	2.13	0.02	0	3 NikeStow	482	160.93	EACH	HeavyBulk	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.84	2.13	0.02	0	3 NikeStow	482	160.93	EACH	Total	482	160.93
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.84	2.13	0.02	0	3 NikeStow	482	160.93	Case	Total	109	36.39
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.09	0.27	0.01	0	0.38 NikeStow	30	78.43	EACH	Small	10	107.14
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.09	0.27	0.01	0	0.38 NikeStow	30	78.43	EACH	Medium	19	69.16
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.09	0.27	0.01	0	0.38 NikeStow	30	78.43	EACH	Large	1	72
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.09	0.27	0.01	0	0.38 NikeStow	30	78.43	EACH	HeavyBulk	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.09	0.27	0.01	0	0.38 NikeStow	30	78.43	EACH	Total	30	78.43
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33 NikeStow	13	39.1	EACH	Small	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33 NikeStow	13	39.1	EACH	Medium	13	39.1
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33 NikeStow	13	39.1	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33 NikeStow	13	39.1	EACH	HeavyBulk	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33 NikeStow	13	39.1	EACH	Total	13	39.1
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33 NikeStow	13	39.1	Case	Total	4	12.03
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.45	2.96	0	0	4.42 NikeStow	881	199.53	EACH	Small	380	261.52
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.45	2.96	0	0	4.42 NikeStow	881	199.53	EACH	Medium	501	169.15
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.45	2.96	0	0	4.42 NikeStow	881	199.53	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.45	2.96	0	0	4.42 NikeStow	881	199.53	EACH	HeavyBulk	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.45	2.96	0	0	4.42 NikeStow	881	199.53	EACH	Total	881	199.53
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.45	2.96	0	0	4.42 NikeStow	881	199.53	Case	Total	156	35.33
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	1.93	0	0	3.89 NikeStow	584	150.3	EACH	Small	356	182.36
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	1.93	0	0	3.89 NikeStow	584	150.3	EACH	Medium	228	117.95
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	1.93	0	0	3.89 NikeStow	584	150.3	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	1.93	0	0	3.89 NikeStow	584	150.3	EACH	HeavyBulk	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	1.93	0	0	3.89 NikeStow	584	150.3	EACH	Total	584	150.3
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	1.93	0	0	3.89 NikeStow	584	150.3	Case	Total	29	7.46
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	1.59	0	0	1.59 NikeStow	50	31.5	EACH	Small	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	1.59	0	0	1.59 NikeStow	50	31.5	EACH	Medium	50	31.5
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	1.59	0	0	1.59 NikeStow	50	31.5	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	1.59	0	0	1.59 NikeStow	50	31.5	EACH	HeavyBulk	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	1.59	0	0	1.59 NikeStow	50	31.5	EACH	Total	50	31.5
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	1.59	0	0	1.59 NikeStow	50	31.5	Case	Total	13	8.19

Process Name	Function Name	Employee Type	Employee Id	Name	Manager	Paid Hours-Small(function,employee)	Paid Hours-Medium(function,employee)	Paid Hours-Large(function,employee)	Paid Hours-HeavyBulky(function,employee)	Paid Hours-Total(function,employee)	Job Action	Jobs	JPH	Unit Type	Size	Units	UPH	
Each Transfer In	Each Transfer In	AMZN	REDACTED	REDACTED	REDACTED	0	0	4.33	0	4.33	EachStowed	294	67.9	EACH	Small	0	0	
Each Transfer In	Each Transfer In	AMZN	REDACTED	REDACTED	REDACTED	0	0	4.33	0	4.33	EachStowed	294	67.9	EACH	Medium	1	400	
Each Transfer In	Each Transfer In	AMZN	REDACTED	REDACTED	REDACTED	0	0	4.33	0	4.33	EachStowed	294	67.9	EACH	Large	293	67.71	
Each Transfer In	Each Transfer In	AMZN	REDACTED	REDACTED	REDACTED	0	0	4.33	0	4.33	EachStowed	294	67.9	EACH	HeavyBulky	0	0	
Each Transfer In	Each Transfer In	AMZN	REDACTED	REDACTED	REDACTED	0	0	4.33	0	4.33	EachStowed	294	67.9	EACH	Total	294	67.9	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.05	2.99	0.04	0	4.09	NikeStow	725	177.41	EACH	Small	253	240.44	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.05	2.99	0.04	0	4.09	NikeStow	725	177.41	EACH	Medium	465	155.5	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.05	2.99	0.04	0	4.09	NikeStow	725	177.41	EACH	Large	7	159.49	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.05	2.99	0.04	0	4.09	NikeStow	725	177.41	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.05	2.99	0.04	0	4.09	NikeStow	725	177.41	EACH	Total	725	177.41	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.05	2.99	0.04	0	4.09	NikeStow	725	177.41	EACH	Case	Total	69	16.88
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.13	0.2	0	0	0.33	NikeStow	65	195.33	EACH	Small	33	248.02	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.13	0.2	0	0	0.33	NikeStow	65	195.33	EACH	Medium	32	160.45	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.13	0.2	0	0	0.33	NikeStow	65	195.33	EACH	Large	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.13	0.2	0	0	0.33	NikeStow	65	195.33	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.13	0.2	0	0	0.33	NikeStow	65	195.33	EACH	Total	65	195.33	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.13	0.2	0	0	0.33	NikeStow	65	195.33	EACH	Case	Total	15	45.08
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02	NikeStow	0	0	EACH	Small	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02	NikeStow	0	0	EACH	Medium	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02	NikeStow	0	0	EACH	Large	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02	NikeStow	0	0	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02	NikeStow	0	0	EACH	Total	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02	NikeStow	0	0	EACH	Case	Total	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.04	2.49	0.02	0	4.55	NikeStow	680	149.49	EACH	Small	379	185.63	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.04	2.49	0.02	0	4.55	NikeStow	680	149.49	EACH	Medium	299	120.05	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.04	2.49	0.02	0	4.55	NikeStow	680	149.49	EACH	Large	2	124.14	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.04	2.49	0.02	0	4.55	NikeStow	680	149.49	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.04	2.49	0.02	0	4.55	NikeStow	680	149.49	EACH	Total	680	149.49	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.04	2.49	0.02	0	4.55	NikeStow	680	149.49	EACH	Case	Total	129	28.36
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.32	0	0	0.39	NikeStow	42	108.31	EACH	Small	10	153.85	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.32	0	0	0.39	NikeStow	42	108.31	EACH	Medium	32	99.22	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.32	0	0	0.39	NikeStow	42	108.31	EACH	Large	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.32	0	0	0.39	NikeStow	42	108.31	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.32	0	0	0.39	NikeStow	42	108.31	EACH	Total	42	108.31	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.32	0	0	0.39	NikeStow	42	108.31	EACH	Case	Total	15	38.68
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.38	0	0	0.59	NikeStow	59	99.21	EACH	Small	28	127.76	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.38	0	0	0.59	NikeStow	59	99.21	EACH	Medium	31	82.61	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.38	0	0	0.59	NikeStow	59	99.21	EACH	Large	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.38	0	0	0.59	NikeStow	59	99.21	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.38	0	0	0.59	NikeStow	59	99.21	EACH	Total	59	99.21	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.38	0	0	0.59	NikeStow	59	99.21	EACH	Case	Total	11	18.5
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	2.45	0.01	0	4.41	NikeStow	745	169	EACH	Small	410	210.53	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	2.45	0.01	0	4.41	NikeStow	745	169	EACH	Medium	334	136.14	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	2.45	0.01	0	4.41	NikeStow	745	169	EACH	Large	1	144	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	2.45	0.01	0	4.41	NikeStow	745	169	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	2.45	0.01	0	4.41	NikeStow	745	169	EACH	Total	745	169	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.95	2.45	0.01	0	4.41	NikeStow	745	169	EACH	Case	Total	119	26.99
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.15	2.09	0.08	0	3.31	NikeStow	670	202.11	EACH	Small	301	262.75	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.15	2.09	0.08	0	3.31	NikeStow	670	202.11	EACH	Medium	355	169.95	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.15	2.09	0.08	0	3.31	NikeStow	670	202.11	EACH	Large	14	174.39	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.15	2.09	0.08	0	3.31	NikeStow	670	202.11	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.15	2.09	0.08	0	3.31	NikeStow	670	202.11	EACH	Total	670	202.11	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.15	2.09	0.08	0	3.31	NikeStow	670	202.11	EACH	Case	Total	1	0.3
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.06	2.02	0.03	0	3.11	NikeStow	391	125.75	EACH	Small	174	163.85	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.06	2.02	0.03	0	3.11	NikeStow	391	125.75	EACH	Medium	214	105.96	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.06	2.02	0.03	0	3.11	NikeStow	391	125.75	EACH	Large	3	109.07	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.06	2.02	0.03	0	3.11	NikeStow	391	125.75	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.06	2.02	0.03	0	3.11	NikeStow	391	125.75	EACH	Total	391	125.75	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.06	2.02	0.03	0	3.11	NikeStow	391	125.75	EACH	Case	Total	26	8.36
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.34	0.83	0	0	1.17	NikeStow	83	71.19	EACH	Small	32	95.13	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.34	0.83	0	0	1.17	NikeStow	83	71.19	EACH	Medium	51	61.51	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.34	0.83	0	0	1.17	NikeStow	83	71.19	EACH	Large	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.34	0.83	0	0	1.17	NikeStow	83	71.19	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.34	0.83	0	0	1.17	NikeStow	83	71.19	EACH	Total	83	71.19	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.34	0.83	0	0	1.17	NikeStow	83	71.19	EACH	Case	Total	12	10.29
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.98	2.27	0.08	0	4.32	NikeStow	760	175.9	EACH	Small	430	217.54	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.98	2.27	0.08	0	4.32	NikeStow	760	175.9	EACH	Medium	319	140.68	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.98	2.27	0.08	0	4.32	NikeStow	760	175.9	EACH	Large	11	144.53	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.98	2.27	0.08	0	4.32	NikeStow	760	175.9	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.98	2.27	0.08	0	4.32	NikeStow	760	175.9	EACH	Total	760	175.9	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.98	2.27	0.08	0	4.32	NikeStow	760	175.9	EACH	Case	Total	134	31.01
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.14	0	0	0.21	NikeStow	9	42.13	EACH	Small	4	54.96	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.14	0	0	0.21	NikeStow	9	42.13	EACH	Medium	5	35.57	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.14	0	0	0.21	NikeStow	9	42.13	EACH	Large	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.14	0	0	0.21	NikeStow	9	42.13	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.14	0	0	0.21	NikeStow	9	42.13	EACH	Total	9	42.13	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.14	0	0	0.21	NikeStow	9	42.13	EACH	Case	Total	1	4.68
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.08	0.33	0	0	0.41	NikeStow	21	50.87	EACH	Small	6	70.82	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.08	0.33	0	0	0.41	NikeStow	21	50.87	EACH	Medium	15	45.76	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.08	0.33	0	0	0.41	NikeStow	21	50.87	EACH	Large	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.08	0.33	0	0	0.41	NikeStow	21	50.87	EACH	HeavyBulky	0	0	
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED														

Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.31	1.27	0	0	3.58 NikeStow	517 144.32	EACH	Medium	136 106.76
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.31	1.27	0	0	3.58 NikeStow	517 144.32	EACH	Large	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.31	1.27	0	0	3.58 NikeStow	517 144.32	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.31	1.27	0	0	3.58 NikeStow	517 144.32	EACH	Total	517 144.32
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.31	1.27	0	0	3.58 NikeStow	517 144.32	Case	Total	58 16.19
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.62	2.88	0.01	0	5.51 NikeStow	1073 194.77	EACH	Small	626 239.08
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.62	2.88	0.01	0	5.51 NikeStow	1073 194.77	EACH	Medium	446 154.62
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.62	2.88	0.01	0	5.51 NikeStow	1073 194.77	EACH	Large	1 163.64
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.62	2.88	0.01	0	5.51 NikeStow	1073 194.77	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.62	2.88	0.01	0	5.51 NikeStow	1073 194.77	EACH	Total	1073 194.77
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	2.62	2.88	0.01	0	5.51 NikeStow	1073 194.77	Case	Total	53 9.62
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.99	0.73	0.05	0	2.76 NikeStow	394 142.58	EACH	Small	140 192.73
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.99	0.73	0.05	0	2.76 NikeStow	394 142.58	EACH	Medium	248 124.64
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.99	0.73	0.05	0	2.76 NikeStow	394 142.58	EACH	Large	6 127.81
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.99	0.73	0.05	0	2.76 NikeStow	394 142.58	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.99	0.73	0.05	0	2.76 NikeStow	394 142.58	EACH	Total	394 142.58
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.99	0.73	0.05	0	2.76 NikeStow	394 142.58	Case	Total	59 21.35
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02 NikeStow	0 0	EACH	Small	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02 NikeStow	0 0	EACH	Medium	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02 NikeStow	0 0	EACH	Large	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02 NikeStow	0 0	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02 NikeStow	0 0	EACH	Total	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.02 NikeStow	0 0	Case	Total	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.07	0	0	0.29 NikeStow	29 101.46	EACH	Small	24 111.05
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.07	0	0	0.29 NikeStow	29 101.46	EACH	Medium	5 72
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.07	0	0	0.29 NikeStow	29 101.46	EACH	Large	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.07	0	0	0.29 NikeStow	29 101.46	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.07	0	0	0.29 NikeStow	29 101.46	EACH	Total	29 101.46
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.22	0.07	0	0	0.29 NikeStow	29 101.46	Case	Total	9 31.49
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.11	0.22	0	0	0.34 NikeStow	23 68.32	EACH	Small	10 89.55
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.11	0.22	0	0	0.34 NikeStow	23 68.32	EACH	Medium	13 57.85
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.11	0.22	0	0	0.34 NikeStow	23 68.32	EACH	Large	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.11	0.22	0	0	0.34 NikeStow	23 68.32	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.11	0.22	0	0	0.34 NikeStow	23 68.32	EACH	Total	23 68.32
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.11	0.22	0	0	0.34 NikeStow	23 68.32	Case	Total	7 20.79
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.58	0	0	0.65 NikeStow	87 134.36	EACH	Small	13 197.47
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.58	0	0	0.65 NikeStow	87 134.36	EACH	Medium	74 127.28
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.58	0	0	0.65 NikeStow	87 134.36	EACH	Large	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.58	0	0	0.65 NikeStow	87 134.36	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.58	0	0	0.65 NikeStow	87 134.36	EACH	Total	87 134.36
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.07	0.58	0	0	0.65 NikeStow	87 134.36	Case	Total	34 52.51
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.69	1.32	0	0	3 NikeStow	474 157.96	EACH	Small	315 186.91
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.69	1.32	0	0	3 NikeStow	474 157.96	EACH	Medium	159 120.89
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.69	1.32	0	0	3 NikeStow	474 157.96	EACH	Large	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.69	1.32	0	0	3 NikeStow	474 157.96	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.69	1.32	0	0	3 NikeStow	474 157.96	Case	Total	474 157.96
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.25	0.15	0	0	0.4 NikeStow	65 162.84	EACH	Small	47 187.58
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.25	0.15	0	0	0.4 NikeStow	65 162.84	EACH	Medium	18 121.35
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.25	0.15	0	0	0.4 NikeStow	65 162.84	EACH	Large	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.25	0.15	0	0	0.4 NikeStow	65 162.84	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.25	0.15	0	0	0.4 NikeStow	65 162.84	EACH	Total	65 162.84
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.25	0.15	0	0	0.4 NikeStow	65 162.84	Case	Total	9 22.55
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.42	0	0	0.42 NikeStow	19 45.66	EACH	Small	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.42	0	0	0.42 NikeStow	19 45.66	EACH	Medium	19 45.66
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.42	0	0	0.42 NikeStow	19 45.66	EACH	Large	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.42	0	0	0.42 NikeStow	19 45.66	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.42	0	0	0.42 NikeStow	19 45.66	EACH	Total	19 45.66
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.42	0	0	0.42 NikeStow	19 45.66	Case	Total	2 4.81
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.2	2.31	0	0	3.51 NikeStow	713 203.15	EACH	Small	318 264.63
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.2	2.31	0	0	3.51 NikeStow	713 203.15	EACH	Medium	395 171.16
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.2	2.31	0	0	3.51 NikeStow	713 203.15	EACH	Large	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.2	2.31	0	0	3.51 NikeStow	713 203.15	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.2	2.31	0	0	3.51 NikeStow	713 203.15	EACH	Total	713 203.15
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.2	2.31	0	0	3.51 NikeStow	713 203.15	Case	Total	105 29.92
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.01	0.32	0	0	0.33 NikeStow	18 54.09	EACH	Small	1 83.72
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.01	0.32	0	0	0.33 NikeStow	18 54.09	EACH	Medium	17 53.03
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.01	0.32	0	0	0.33 NikeStow	18 54.09	EACH	Large	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.01	0.32	0	0	0.33 NikeStow	18 54.09	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.01	0.32	0	0	0.33 NikeStow	18 54.09	EACH	Total	18 54.09
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.2	0	0	0.38 NikeStow	39 101.96	EACH	Small	10 30.05
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.2	0	0	0.38 NikeStow	39 101.96	EACH	Medium	23 124.89
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.2	0	0	0.38 NikeStow	39 101.96	EACH	Large	16 80.79
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.2	0	0	0.38 NikeStow	39 101.96	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.2	0	0	0.38 NikeStow	39 101.96	EACH	Total	39 101.96
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.2	0	0	0.38 NikeStow	39 101.96	Case	Total	8 20.92
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.35	3.05	0.03	0	4.43 NikeStow	512 115.7	EACH	Small	207 153.33
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.35	3.05	0.03	0	4.43 NikeStow	512 115.7	EACH	Medium	302 99.16
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.35	3.05	0.03	0	4.43 NikeStow	512 115.7	EACH	Large	3 101.89
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.35	3.05	0.03	0	4.43 NikeStow	512 115.7	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.35	3.05	0.03	0	4.43 NikeStow	512 115.7	EACH	Total	512 115.7
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.35	3.05	0.03	0	4.43 NikeStow	512 115.7	Case	Total	64 14.46
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	3.96	3.93	0.04	0	7.92 NikeStow	1899 239.71	EACH	Small	1152 291.12
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	3.96	3.93	0.04	0	7.92 NikeStow	1899 239.71	EACH	Medium	740 188.34
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	3.96	3.93	0.04	0	7.92 NikeStow	1899 239.71	EACH	Large	7 193.85
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	3.96	3.93	0.04	0	7.92 NikeStow	1899 239.71	EACH	HeavyBulky	0 0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	3.96	3.93	0.04	0	7.92 NikeStow	1899 239.71	EACH	Total	1899 239.71
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	3.96	3.93	0.04	0	7.92 NikeStow	1899 239.71	Case	Total	84 10.6
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.21	0.3	0	0	0.52 NikeStow	60 116.25	EACH	Small	31 147.04
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.21	0.3	0	0	0.52 NikeStow	60 116.25	EACH	Medium	29 95.08

Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.21	0.3	0	0	0.52	NikeStow	60	116.25	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.21	0.3	0	0	0.52	NikeStow	60	116.25	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.21	0.3	0	0	0.52	NikeStow	60	116.25	EACH	Total	60	116.25
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.21	0.3	0	0	0.52	NikeStow	60	116.25	Case	Total	24	46.5
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.1	0.3	0	0.02	0.42	NikeStow	67	159.21	EACH	Small	21	219.13
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.1	0.3	0	0.02	0.42	NikeStow	67	159.21	EACH	Medium	43	141.5
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.1	0.3	0	0.02	0.42	NikeStow	67	159.21	EACH	Large	3	145.95
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.1	0.3	0	0.02	0.42	NikeStow	67	159.21	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.1	0.3	0	0.02	0.42	NikeStow	67	159.21	EACH	Total	67	159.21
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.1	0.3	0	0.02	0.42	NikeStow	67	159.21	Case	Total	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.33	0	0	0	0.33	NikeStow	2	6.02	EACH	Small	2	6.02
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.33	0	0	0	0.33	NikeStow	2	6.02	EACH	Medium	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.33	0	0	0	0.33	NikeStow	2	6.02	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.33	0	0	0	0.33	NikeStow	2	6.02	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.33	0	0	0	0.33	NikeStow	2	6.02	EACH	Total	2	6.02
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.33	0	0	0	0.33	NikeStow	2	6.02	Case	Total	1	3.01
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.24	0	0	0.42	NikeStow	28	67.33	EACH	Small	15	84.51
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.24	0	0	0.42	NikeStow	28	67.33	EACH	Medium	13	54.61
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.24	0	0	0.42	NikeStow	28	67.33	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.24	0	0	0.42	NikeStow	28	67.33	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.24	0	0	0.42	NikeStow	28	67.33	EACH	Total	28	67.33
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.18	0.24	0	0	0.42	NikeStow	28	67.33	Case	Total	3	7.21
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.84	2.13	0	0.02	3	NikeStow	482	160.93	EACH	Small	182	215.67
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.84	2.13	0	0.02	3	NikeStow	482	160.93	EACH	Medium	297	139.45
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.84	2.13	0	0.02	3	NikeStow	482	160.93	EACH	Large	3	144
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.84	2.13	0	0.02	3	NikeStow	482	160.93	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.84	2.13	0	0.02	3	NikeStow	482	160.93	EACH	Total	482	160.93
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.84	2.13	0	0.02	3	NikeStow	482	160.93	Case	Total	109	36.39
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.09	0.27	0	0	0.38	NikeStow	30	78.43	EACH	Small	10	107.14
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.09	0.27	0	0.01	0.38	NikeStow	30	78.43	EACH	Medium	19	69.16
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.09	0.27	0	0.01	0.38	NikeStow	30	78.43	EACH	Large	1	72
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.09	0.27	0	0	0.38	NikeStow	30	78.43	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0.09	0.27	0	0.01	0.38	NikeStow	30	78.43	EACH	Total	30	78.43
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33	NikeStow	13	39.1	EACH	Total	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33	NikeStow	13	39.1	EACH	Small	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33	NikeStow	13	39.1	EACH	Medium	13	39.1
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33	NikeStow	13	39.1	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33	NikeStow	13	39.1	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33	NikeStow	13	39.1	EACH	Total	13	39.1
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	0.33	0	0	0.33	NikeStow	13	39.1	Case	Total	4	12.03
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.45	2.96	0	0	4.42	NikeStow	881	199.53	EACH	Small	380	261.52
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.45	2.96	0	0	4.42	NikeStow	881	199.53	EACH	Medium	501	169.15
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.45	2.96	0	0	4.42	NikeStow	881	199.53	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.45	2.96	0	0	4.42	NikeStow	881	199.53	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.45	2.96	0	0	4.42	NikeStow	881	199.53	EACH	Total	881	199.53
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.45	2.96	0	0	4.42	NikeStow	881	199.53	Case	Total	156	35.33
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.93	1.93	0	0	3.89	NikeStow	584	150.3	EACH	Small	356	182.36
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.93	1.93	0	0	3.89	NikeStow	584	150.3	EACH	Medium	228	117.95
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.93	1.93	0	0	3.89	NikeStow	584	150.3	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.93	1.93	0	0	3.89	NikeStow	584	150.3	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.93	1.93	0	0	3.89	NikeStow	584	150.3	EACH	Total	584	150.3
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	1.93	1.93	0	0	3.89	NikeStow	584	150.3	Case	Total	29	7.46
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	1.59	0	0	1.59	NikeStow	50	31.5	EACH	Small	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	1.59	0	0	1.59	NikeStow	50	31.5	EACH	Medium	50	31.5
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	1.59	0	0	1.59	NikeStow	50	31.5	EACH	Large	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	1.59	0	0	1.59	NikeStow	50	31.5	EACH	HeavyBulky	0	0
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	1.59	0	0	1.59	NikeStow	50	31.5	EACH	Total	50	31.5
Each Transfer In	Stow Each Nike	AMZN	REDACTED	REDACTED	REDACTED	0	1.59	0	0	1.59	NikeStow	50	31.5	Case	Total	13	8.19

Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0.04	0.11	0	0	0.15	ItemShipped	436	2885.29	EACH	Large	6	4320
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0.04	0.11	0	0	0.15	ItemShipped	436	2885.29	EACH	HeavyBulky	0	0
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0.04	0.11	0	0	0.15	ItemShipped	436	2885.29	EACH	Total	436	2885.29
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0.04	0.11	0	0	0.15	ItemShipped	436	2885.29	Package	Total	0	0
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0.04	0.11	0	0	0.15	ItemShipped	436	2885.29	package	Total	436	2885.29
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0.02	0	0	0.03	ItemShipped	17	672.53	EACH	Small	3	981.82
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0.02	0	0	0.03	ItemShipped	17	672.53	EACH	Medium	14	637.97
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0.02	0	0	0.03	ItemShipped	17	672.53	EACH	Large	0	0
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0.02	0	0	0.03	ItemShipped	17	672.53	EACH	HeavyBulky	0	0
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0.02	0	0	0.03	ItemShipped	17	672.53	EACH	Total	17	672.53
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0.02	0	0	0.03	ItemShipped	17	672.53	Package	Total	0	0
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0.02	0	0	0.03	ItemShipped	17	672.53	package	Total	17	672.53
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.01	ItemShipped	4	553.85	EACH	Small	2	720
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.01	ItemShipped	4	553.85	EACH	Medium	2	480
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.01	ItemShipped	4	553.85	EACH	Large	0	0
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.01	ItemShipped	4	553.85	EACH	HeavyBulky	0	0
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.01	ItemShipped	4	553.85	EACH	Total	4	553.85
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.01	ItemShipped	4	553.85	Package	Total	0	0
Pack Singles	Scan Packages AFE 1	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	0.01	ItemShipped	4	553.85	package	Total	4	553.85
Pack Singles	Scan Verify SIOC	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	1.88	ItemPacked	296	157.38	EACH	Small	0	0
Pack Singles	Scan Verify SIOC	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	1.88	ItemPacked	296	157.38	EACH	Medium	0	0
Pack Singles	Scan Verify SIOC	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	1.88	ItemPacked	296	157.38	EACH	Large	296	157.38
Pack Singles	Scan Verify SIOC	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	1.88	ItemPacked	296	157.38	EACH	HeavyBulky	0	0
Pack Singles	Scan Verify SIOC	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	1.88	ItemPacked	296	157.38	EACH	Total	296	157.38
Pack Singles	Scan Verify SIOC	AMZN	REDACTED	REDACTED	REDACTED	0	0	0	0	1.88	ItemPacked	296	157.38	package	Total	298	158.44
Pack Singles	Slam At Pack	AMZN	REDACTED	REDACTED	REDACTED	0.23	2.6	0.02	0	2.85	ItemPacked	668	234.43	EACH	Small	191	815.66
Pack Singles	Slam At Pack	AMZN	REDACTED	REDACTED	REDACTED	0.23	2.6	0.02	0	2.85	ItemPacked	668	234.43	EACH	Medium	473	182.08
Pack Singles	Slam At Pack	AMZN	REDACTED	REDACTED	REDACTED	0.23	2.6	0.02	0	2.85	ItemPacked	668	234.43	EACH	Large	4	236.07
Pack Singles	Slam At Pack	AMZN	REDACTED	REDACTED	REDACTED	0.23	2.6	0.02	0	2.85	ItemPacked	668	234.43	EACH	HeavyBulky	0	0
Pack Singles	Slam At Pack	AMZN	REDACTED	REDACTED	REDACTED	0.23	2.6	0.02	0	2.85	ItemPacked	668	234.43	EACH	Total	668	234.43
Pack Singles	Slam At Pack	AMZN	REDACTED	REDACTED	REDACTED	0.23	2.6	0.02	0	2.85	ItemPacked	668	234.43	package	Total	668	234.43

Pack

**Worker Document 13 – Amazon Workplace Health and Safety Wellness Services
Procedure North America, published June 23, 2023**

2. Collaborate with Workplace Health & Safety Specialists (WHSS), Workplace Health & Safety manager (WHSM), Amazon Nurse on Demand (ANOD - AMZL only), or the appropriate support team when an associate needs to visit outside medical care.
3. Refer all non-emergent, non-work-related concerns to a personal healthcare provider.

4.7 Workers' Compensation Team (U.S.)

1. Claims: responsible for providing oversight on all WC related claims.
2. Consultative: responsible to influence claim costs by generating insights and trends from data and providing actionable feedback to business partners.
3. GRMC Support: responsible for answering SIM tickets for all site-specific WC related questions.

4.8 Workers' Compensation Manager (Canada)

1. Provide support to onsite care teams and FA providers by managing workers' compensation claims.
2. Provides guidance and direction on the workers' compensation process to care teams and associates.

5. Procedure

5.1 First Aid Space

All sites in NACF, NASC, NA Air, and AMZL have a FA space (i.e. either a Wellness Center, AMCARE, or a Wellness Area) to support the care of associates with work-related or non-work-related injuries and/or illnesses. The FA space will be utilized by the site's OMRs, IPSs/WSs, and/or FA providers to evaluate and perform FA care. Due to the varying business hours within the network, business units with onsite care providers should have schedules posted on the door. Each site will have the responsibility to establish working hours that provide the best opportunity to serve the associates.

There are established design module standards for all sizes and types of FA spaces (i.e. Wellness Center, Wellness Area, etc.). Cameras are not in the approved design modules for FA spaces and should not be installed. Additionally, the phones within any FA space shall not be moved as they are linked to the space they are in for 911 location identification requirements. No changes shall be made to the design or layout within the FA space without advanced coordination and approval by the Health Solutions program team, please submit a [SIM](#) to request approval. In this SIM, the site needs to include current FA space design, proposed design changes and change management approval from [Engineering Change Management](#). All unauthorized changes are subject to the site being required to revert to the approved standard with cost covered by the site. This process is in place to ensure associate care is not impacted, building codes remain in scope, [landlord approval is received](#), all appropriate stakeholders are engaged, and changes receive the appropriate approvals. [Physical design standards](#) are available for all types of FA spaces to ensure all sites are aware of the requirements. Any questions or requests to change a FA space should be submitted via [RIVER](#).

All business units with sites in Canada must refer to the [WHS First Aid, CPR, and AED Procedure NA](#) for FA guidance on space design requirements based on headcount. FA space must be available and easily accessible at all times during working hours, kept clean and in good order, ventilated, lighted, adequately heated and provided with water. The space must contain a stretcher, one table, two chairs, storage cupboards, a counter, a toilet (or a toilet facility as near as practicable), soap and nailbrush, and paper towels.

Food should not be prepared or consumed in the FA space. Beverages should not be prepared (i.e., no coffee machines) in the FA space, but may be consumed in the FA space.

Approved supplies for AMCAREs, Wellness Centers, and Wellness Areas are located on the [Wellness Services standard supply list](#) for both the U.S. and Canada. Due to the potential for severe allergic reactions, all FA space supplies are required to be free of latex (natural rubber). All medications are discussed in the non-prescription strength medication section that follows.

The restroom inside the Wellness Center or AMCARE is intended for Wellness Center/AMCARE visit related associate use and/or for health-related requests, approved by the onsite WHS team. The restroom inside the Wellness Center or AMCARE is not intended for use by the general population at will, or repurposing for other needs and building requirements (e.g., gender neutral needs, mother's room needs, etc.).

diabetic associate in use of his/her own glucometer to determine blood sugar glucose levels. Vital signs should only be assessed if the OMR/FA provider has the appropriate level of training to perform these assessments.

5.6.3 Communication of Treatment

Upon completion of examination, the OMR/FA provider will provide care as indicated in the conservative care protocols ([Appendix M](#)). The OMR/FA provider will clearly explain the care plan to the associate and/or provide the [First Aid Plan form](#), and explain how it will aid the associate experience in a rapid recovery. The OMR/FA provider should answer any care questions the associate has to the best of their ability. The OMR/FA provider shall review existing and newly created resources for associate care and refer associates to them as appropriate. Examples include appointment cards, associate wellness packages, brochures, lanyard cards, posters and signs, the WorkingWell App and the WorkingWell library. Links are available on the [Health Solutions Team resource wiki page](#).

5.6.4 Treatment Conclusion

Upon completion of care, the OMR/FA provider will assess the effectiveness and impact of the care performed. The OMR/FA provider will schedule follow-up encounters (if warranted) for the associate and provide the associate with appointment times to return to the FA space. [Appointment cards](#) are available in the [Health Solutions Team resource wiki page](#).

5.6.5 Assessment of the Functional Impact of Pain

The first step in providing care for an associate is assessing their injury/illness and functional impact it has on everyday activities. The functional ability pain scale (Figure 1) was developed to assess both subjective and objective components, to assess perceived pain and the objective interference it has with normal function.

This scale allows the OMR/FA provider to ask questions regarding the relationships between symptoms and the associate's ability to function while at work or outside of work. The associate, in conjunction with the OMR/FA provider asking questions, should review the scale. The OMR/FA provider should ask questions to confirm the functional impact of pain, and clarify if there was any pre-existing level of pain (baseline pain). The associate and the OMR/FA provider should discuss the comfort - function goal of intervention, which is the level in which the associate is able to perform activities.

Fig 1: Functional Ability Pain Scale



5.7 Medical Emergency Response Protocols

In an emergency response situation, members of operations, WHS, PXT, and security will work together to assist with the situation. At smaller sites that do not have all of the support teams onsite (e.g., WHS, PXT, security) those roles will be filled by the operations team.

When the injury is emergent, the first leader on the scene will notify the area manager (AM), WHSM, PXT, and agency supervisor or designee (if applicable) via site-specific communications (e.g., chime, radio). The OMR/FA provider will render immediate FA care while another member of the WHS team (e.g., WHSM or WHSS) who is at the scene calls the emergency medical service (EMS) number for the area. The WHS teammate who called for EMS will then notify security via the radio that an ambulance is en route and where to bring them onsite when they arrive. If another WHS team member is not at the scene, a member of the operations team who is present (e.g., AM, operations manager) shall call both EMS and onsite security. The OMR/FA provider may complete the EMS Information Handoff Form ([U.S./Canada Version](#)) ([California version](#)) to document information about the injury/illness to provide to EMS when they arrive with the permission of the associate unless it is impossible to do so (e.g., the associate is incapacitated).

Once the immediate FA and request for emergency response is complete, the incident commander shall notify Global Security Operations Center (GSOC) in accordance with the EMS Send-out Medical Incident Reporting Template located on the [GSOC website](#) under “REPORT MEDICAL Incident”. For Canada only, include WCM for the site in send out communication in regards to work related send out for associates and contractors. The incident commander is defined as the general manager, site manager, or senior operations manager onsite. Also refer to the [WHS First Aid, CPR, and AED Procedure NA](#) medical Emergency Response Protocols section to complete post Medical Emergency Debrief form.

Anytime EMS is called, PXT will be responsible for calling the associate’s emergency contact to notify them of the situation. In addition, PXT, in partnership with operations, will ensure that the associate has a mode of transportation from the hospital either to their home or to the site, via ride-share or their emergency contact.

5.8 First Aid Care

The OMR/FA provider shall be limited to providing FA care only as defined in this procedure. If the situation is beyond the comfort level or training of the OMR/FA provider, or the associate’s condition deteriorates, they shall immediately contact the HealthForce Physician HealthLine (PHL – NACF, ATS) (U.S.), Telehealth hotline (Canada), or Amazon Nurses on Demand (ANOD – AMZL, Vendor Flex) for additional support and guidance. HealthForce/Telehealth shall be called/consulted when issues arise that are outside of the OMR’s/FA provider’s FA training. In life critical situation contact local Emergency service number (such as 911), do not wait to consult with these services listed below.

- PHL (U.S. only): 1-800-927-8770
 - [HealthForce PHL Posters](#)
- Telehealth hotline (Canada only):
 - Alberta: [Alberta HealthLink 811](#)
 - British Columbia: [HealthLink BC 811](#)
 - Manitoba: [Health Links](#) or 1-888-315-9257
 - Winnipeg: 204-788-8200
 - Newfoundland and Labrador: [Healthline 811](#)
 - Nova Scotia: [Health 811](#)
 - Ontario: [Health 811](#) or 1-866-797-0000
 - Quebec: [Info Santé 811](#)
 - Saskatchewan: [Healthline 811](#)
- ANOD (AMZL only): 1-844-851-8600

5.9 New Injury/Illness Process Flow Chart

When an associate first presents with a new injury or illness, the following process flow should be followed. A visual depiction can be found in [Appendix H](#).

5.10 Work-related Injury/Illness Management

Onsite care is provided for work-related injuries/illnesses regardless of the compensability or recordkeeping determination. When an associate is injured or ill and it is non-emergent, the OMR/FA provider will be contacted immediately via radio and go to the injured associate on the floor or meet them in a predetermined location in the site (e.g., breakroom). If the associate has a communication barrier, requests more privacy, or the nature of their injury requires the use of an exam table the OMR/FA provider will escort the injured associate to the FA space (if applicable) for further evaluation. The OMR/FA provider is responsible for labor tracking to ensure the associate's time is accurately monitored when administering FA to the associate.

OMRs/FA providers will provide care that is objective, unbiased, and caring to every injured/ill associate. The OMR's/FA provider's role is not to diagnose, they shall never improvise or provide care that is outside the scope of their training or comfort level, and must be in accordance with Amazon's conservative care protocols ([Appendix M](#)).

Providing care will have priority over any investigations performed by any department, and providing care will be completed before any incident investigation is initiated. All investigations should occur separately and after care has been provided for the associate. When Operations is not acting as the primary FA care provider, the OMR/FA provider and the injured associate should be the only people present during the assessment and care unless assistance is required due to the type of injury.

5.10.1 Administering Care to Amazon Associates (Blue Badge)

At the conclusion of onsite FA care, the IRF is immediately uploaded into the new AUSTIN case (if not completed digitally within AUSTIN) for reference by the AM completing the incident investigation. The OMR/FA provider shall maintain a record of all visits to the FA space via an individual encounter record in AUSTIN for each AA. This information will relate to all activity (on-site or off-site) connected with the AA's injury or illness, care, rehabilitation, and return to work status. In addition, all work-related injuries shall be reported to the WHSM (or designated WHS representative).

When the AA requires care from an outside medical provider, the OMR/FA provider will notify the site WHSM (if staffed) and refer to an outside medical provider using the procedures outlined in section 5.13.

5.10.2 Administering Care to Contingent Workers

When the associate requires care from an outside medical provider, the OMR/FA provider will communicate with the site WHSM, or designee, and refer the associate to the company's site point of contact or staffing agency. The OMR/FA provider is not to be involved with making appointments for contractors or staffing agency associates. All appointments, transportation, and WC documentation will be handled by the contractor or staffing agency. Guidance for onsite care of contingent workers is provided below.

5.10.2.1 Administering Care to Staffing Agency Associates (White Badge)

At the conclusion of care the IRF is immediately uploaded into the new AUSTIN case (if not completed digitally within AUSTIN) for reference by the AM completing the incident investigation, and is provided to the staffing agency within 24 hours of the report being made. The OMR/FA provider shall maintain a record of all visits to the FA space via an individual encounter record in AUSTIN for each associate. This information will relate to all activity (on-site only) connected with the associate's injury or illness, care, rehabilitation, and return to work status. In addition, for all work-related injuries, the injury shall be reported to the WHSM (or designated WHS representative).

Daily status updates of the associate's progress will be provided to agency leadership via the end of shift (EOS) report. Return to work status will be communicated from agency leadership to site WHSM and PXT.

5.10.2.2 Administering Care to Vendors and Contractors Managed by Amazon

If Amazon supervises the vendor/contractor on a daily basis, at the conclusion of care, the IRF is immediately uploaded into the new AUSTIN case (if not completed digitally within AUSTIN). In Canada only, the OMR/FA provider notifies the Amazon WCM that a vendor/contractor injury has occurred. Additional follow-up care will be provided by the vendor/contractor, not by the Amazon staff.

5.10.2.3 Administering Care to Vendors and Contractors not Managed by Amazon (Yellow or Green Badge)

If Amazon does not supervise the vendor/contractor on a daily basis, at the conclusion of care the OMR/FA provider notifies the site WHSM who should coordinate with the employer to make sure the employer records the injury, and provides all pertinent information concerning the MOI or illness and any information on how the incident reportedly occurred. In Canada only, the OMR/FA provider

notifies the Amazon WCM that a vendor/contractor injury has occurred. Additional follow-up care will be provided by the vendor/contractor, not by the Amazon staff.

5.10.3 Modified Duty

The OMR/FA provider may recommend modified duty for the remainder of the day only in which the injury occurred (U.S.). OMRs/FA providers are not authorized to provide modified duties on late reports that take place after the shift in which the injury occurred. If the associate feels they will need modified duty beyond that, the OMR/FA provider will escalate the situation to site WHSM or designee for guidance. In Canada, the OMR/FA provider may recommend modified duty through the offer of modified duty (OOMD) form and they are authorized to offer modified duties for up to 21 days (province dependent). Additional guidance on the OOMD process for Canada is available in Section 5.13.3. Agency associates will receive guidance from their site supervisors for modification of duty.

5.10.4 Providing Homecare Suggestions

At the conclusion of the initial encounter the OMR/FA provider should provide the associate with homecare suggestions to aid in their recovery process. Homecare suggestions will be limited to FA care that the associate can complete independently at home. Examples of available resources to assist associates with their homecare include, but are not limited to, use of the [WorkingWell Self-Care Library](#), [Associate Wellness Packages](#), and approved [Wellness Services Brochures](#). All homecare suggestions provided shall be clearly documented within AUSTIN to support accurate recordkeeping.

5.10.5 Administering Follow-up Encounters

5.10.5.1 Area Manager iCares

Area managers are required to follow-up with all injured associates every day they are on shift to ensure they have all the resources and support needed to provide the most effective care. Managers will document every iCare in AUSTIN before the end of shift. NACF to follow assisted iCare guidance outlined in [network communication](#).

5.10.5.2 Onsite Medical Representative/First Aid Provider Follow-ups

All sites in scope for this procedure when an injury is reported will require to establish a process for associates with work-related injuries will also have follow-up encounters on a daily basis. OMRs should schedule as many follow-ups as needed to care for the injury and to support the associate within the length of treatment time provided below. If an OMR/FA provider is unsure of how many follow-ups are appropriate, they should consult PHL/Telehealth.

At all sites, the OMR/FA provider will attempt to contact the associate on a daily basis on the associate's scheduled work days, as well as overtime days, to provide follow-up encounters and to determine status. If the associate fails to follow-up with the OMR/FA provider and the OMR/FA provider is not able to verify the associate's presence, communication to the AM will consist of email denoting associate's name and login and need for immediate follow-up. All follow-up encounters will also be documented in AUSTIN per Section 9.4. While it is not required, the OMR/FA provider may choose to execute their follow-up discussion at the same time the AM completes their iCare with permission from the associate, and then continue the conversation one on one as appropriate.

5.10.5.3 Workers' Compensation Case Support

At a minimum, the OMR/FA provider will follow-up with AA and staffing agency associates on a weekly basis for WC cases and document visits and provide applicable notes in the AUSTIN incidents module. If treatment, exercises, or stretching routines are prescribed by an outside medical provider and the associate requests space at work to perform their exercises, the Wellness Center/AMCARE staff will work to provide an area inside the FA space for the associate to complete their exercises on their own. At no time will they instruct, correct, or assist an associate in the performance of physician-prescribed stretches or exercises.

5.10.6 Associate is on Leave of Absence

If an associate begins a leave of absence (LOA) with an open case in AUSTIN, the case will go into a suspended status. The OMR/FA provider should audit suspended cases on a weekly basis to ensure they update the status back to open as soon as the associate returns and resume daily follow-up encounters on the associate's shift days.

5.10.7 Length of Treatment

The OMR/FA provider shall notify the associate that if the associate would like to seek outside medical care, that this option is available at any time. If the associate directly states they want to see a physician at any time during the care period, the OMR/FA provider shall immediately stop care and refer the associate to an outside medical provider.

The OMR/FA provider will continue to re-assess and monitor functional ability and pain level. If functional ability and pain level return to pre-injury status (e.g., pre-injury it was a three and it has recovered to a three) or current functional pain level is two or below, the OMR/FA provider should discuss ceasing onsite intervention with the associate.

At any time during care if the symptoms are not improving, they are getting worse, or the pain intensifies the OMR/FA provider should engage PHL/Telehealth/ANOD for additional guidance and to refer to outside medical as directed. If PHL (NACF)/Telehealth (where available)/ANOD (AMZL) does not advise referral to outside medical care, then the OMR/FA provider will continue to guide care. If an associate goes on LOA with an open case and upon return the symptoms have not improved, have gotten worse, or the pain has intensified the OMR/FA provider shall engage with PHL/Telehealth/ANOD.

Once one or more of the above criteria for outside medical referral, which includes an associate request for a referral, is met, outside referral is mandatory.

Once treatment is under the control of a physician, the OMR/FA provider shall execute care directions as provided by the physician. If there are any questions on the directions, the OMR/FA provider should visit the [WC wiki](#) for instructions on how to submit a SIM ticket. In Canada only, the FA provider or WCM may contact the treating physician for clarification.

If the associate does not want to seek outside medical care, the OMR/FA provider may contact PHL/Telehealth for further guidance if additional FA care may be provided, or discuss with the associate the requirement to cease onsite care. The OMR/FA provider will advise the associate to re-seek support should their symptoms continue or not improve. Additionally, upon refusal for evaluation by an outside medical professional, the OMR/FA provider shall document the refusal in AUSTIN.

Follow-up of a work-related injury will be closed upon achievement of zero pain or of return to baseline pain. In the event of a reoccurrence of pain from a previously closed injury, the case should be handled as follows:

- If the associate states the previous case was closed due to reporting 0/10 pain, or return to baseline, and they have been pain free since the closure of the case, a new case should be created (including a new IRF).
- If the associate states the previous case was closed due to reporting 0/10 pain, or return to baseline pain, but they state they HAVE NOT been truly pain free, the case should be re-opened in AUSTIN. The case in the incident module would be restarted and the duration of the case will still be from the original initial encounter (e.g., if the AA closes the case on day 10 and five days later reopens, it is now day 15). The associate should be instructed to reach out to their TPA claim adjuster.

If an associate declines onsite care following an injury or illness, the OMR/FA provider will document it in AUSTIN via an initial encounter and that care was refused, then close the case. If an agency associate requests to be released from care following an injury or illness, the OMR/FA provider will communicate this to agency management immediately.

5.11 Non-work-related Injury/Illness Management

A non-work-related injury/illness is defined as an injury/illness that has occurred off of Amazon property, is not related to any work function, and presents with an absence of a work-related MOI. Note the absence of a MOI does not necessarily make the case non-work-related for OSHA recordkeeping purposes, see [WHS Recordkeeping Procedure NA](#).

Upon initial assessment of an associate presenting with a non-work-related injury/illness the OMR/FA provider will determine if the injury/illness is life threatening versus non-life threatening. If the injury/illness is life threatening follow emergency response protocols. If it is non-life threatening the OMR/FA provider should not attempt in any way to sway, or influence an associate's assertion of non-work-related or work-related status. If the injury was determined to be work-related or a determination cannot be immediately made, the OMR/FA provider shall treat the injury as a work-related injury, and follow the guidelines for work-related injury/illness management above.

Worker Document 14 – Conservative Care Protocols, undated

Appendix M Conservative Care Protocols

When assessing an associate for any of the following or any other conditions, the OMR/FA provider must remember that an accurate and complete history is paramount to obtaining the best possible care for the associate. Always ask about the **onset, progression and current status** of the condition. When physically assessing an obviously ill or severely injured associate consider the ABCDEs of care:

- **A**irway
- **B**reathing
- **C**irculation
- **D**isability (i.e., obvious physical/neurological impairment)
- **E**xposure (i.e., expose clues to the causes of the condition, this may require adjusting articles of clothing to observe the site of injury)

M.1 Definition of Protocols

There are guidelines noted to the OMR/FA provider in the following protocols for when the associate needs to be either referred out to an outside medical provider for further evaluation, when 911 needs to be called for the associate's condition, and when PHL/Telehealth/ANOD should be called for further consultation. The definitions for each are provided below.

- **Refer to Outside Medical** – generally means that the associate needs timely, non-urgent, same-day medical treatment beyond first aid. This would indicate referral to an outside medical provider. Associates falling into this category will be in a stable condition. They will be capable to drive themselves, ride with a family member/friend, or be sent by a contracted driving service to an appropriate medical facility for care. If for any reason, however, the OMR/FA provider has concerns about the associate's safety and well-being with doing this, the OMR/FA provider may escalate the concern and call PHL/Telehealth/ANOD for guidance.
 - When considering transportation options, the OMR/FA provider must consider the risk to the associate in traveling in a non-medical vehicle and the risk to the person providing the transportation service to the injured or ill associate. If there is a significant risk for rapid deterioration of the medical condition during transport, medically supervised transport should be chosen instead.
 - If there is any doubt regarding the appropriate level of care for medical referral (PCP vs. urgent care vs. ER) and the appropriate mode of transportation, call and discuss with PHL/Telehealth/ANOD.
 - **IMPORTANT NOTE: If an associate presents with no immediate life threatening concerns, but if they are requesting 911, continue to evaluate, contact PHL/Telehealth/ANOD for additional assistance and escalate to management as needed.**
- **Call PHL/Telehealth/ANOD for Guidance** – generally means that the associate is in stable condition, but additional medical guidance may be necessary to fully assess and treat the associate. The consulting provider will ask for more information pertaining to the associate's condition and provide guidance on first aid, selection of appropriate medical facility and mode of transport. Consider PHL/Telehealth/ANOD to be a resource that is available for consultation at all levels of care, including basic first aid that can be provided onsite, and non-urgent and urgent medical conditions that will need further evaluation and care by a medical provider.
- **Call 911** – generally means that the associate has a potential life-threatening injury or illness and must be immediately taken to an emergency department. When the OMR/FA provider encounters associates falling into this category, they are to immediately call 911. Should the associate wish 911 not be called, the OMR/FA provider is still expected to still call 911, and allow the associate to engage the EMS crew about a potential refusal, if warranted. At no time shall the OMR/FA provider not call 911 based on the associate's request. If the associate refuses EMS transport, the OMR/FA provider shall partner with HR/Agency to determine the next steps to ensure the associate seeks the appropriate medical care and is cleared by an outside medical provider prior to returning to work.

M.2 Assistance to Associates Taking Prescription Medications and Using Medical Devices

AAs may need to use personal prescription or non-prescription medications while at work to control various medical conditions. OMRs/FA providers shall not participate in administering these medications. If the AA is well enough to be at work then any medical conditions he/she may have should be adequately stable for the associate to self-administer. If there is an indication that the associate is not well enough to self-administer or requests assistance from the OMR/FA provider, then an assessment should be made to either send the associate home or to an acute care medical facility. If the medication in question is an EpiPen (or equivalent), and the associate is experiencing anaphylaxis symptoms, an EpiPen-trained OMR/FA provider may assist the associate in

Ailment:	Head Injury – General Considerations
Provider Instructions:	OMR: Follow instructions below. IPS: Follow instructions below. Call PHL/Telehealth/ANOD to discuss all cases. FA Provider: Follow instructions below. Call PHL/Telehealth/ANOD to discuss all cases.
Description:	Blunt force trauma to the head with resulting mild to severe injury to soft and hard tissue.
Mechanism:	Head strikes an object, object strikes head, rapid deceleration (ex: during collision or fall), or blow to other parts of the body if impulsive force is transmitted.
Exam:	<p>The following are the general considerations when assessing head trauma. See separate sections on fracture, concussion/mild TBI.</p> <p>Assess ABCDE.</p> <p>Obtain vital signs.</p> <p>Assess cervical spine (spine at the level of the neck) alignment, tenderness and upper extremity function.</p> <p>Assess level of consciousness (see <i>loss of consciousness</i> protocol)</p> <p>Assess basic orientation to time, place, and location.</p> <p>Determine if there is loss of consciousness, confusion, and loss of memory of the event or memory before or after the event (may need to question witnesses/coworkers to determine timeline and accuracy).</p> <p>Ask if prior head injury/concussion/prior loss of consciousness and duration.</p> <p>Ask if taking anticoagulant.</p> <p>Ask if any history of seizures or epilepsy.</p> <p>Specifically ask if taking anticoagulants or has a bleeding disorder.</p> <p>Assess for current blurred or double vision.</p> <p>Assess for difficulty walking or maintaining balance.</p> <p>Assess for dizziness, vertigo, lethargy, nausea/vomiting, numbness or loss of sensation.</p> <p>Assess for:</p> <ul style="list-style-type: none"> • Bruising at site of impact. • Bruising behind the ears over mastoid bone (Battle’s sign). • Bruising around the eyes (raccoon eyes/panda eyes). • Open wounds. • Bleeding or fluid from eyes, ears, nose, or mouth. • Swelling. • Tenderness of scalp or face. • Any facial bruising over cheek bones (maxilla). • Irregularities of scalp or face at site of trauma. <p>Observe for signs of concussion (see <i>head injury - concussion/mild TBI</i> protocol).</p>
First Aid:	<p>See first aid protocol for abrasions, lacerations, contusions, etc.</p> <p>For mild injury (from low force impact) with no loss of consciousness (GCS=15) or alteration of cognition, monitor vital signs every 10-15 minutes.</p> <p>All head injuries, however mild, should be reassessed throughout the remainder of the work day. If associate is at work or available, follow-up inquiries may be appropriate.</p>
Refer to Outside Medical:	Employ a very low threshold for referral even if just for follow-up assessment.

Worker Document 15 – AMCARE Utilization Best Practices IXD+ PowerPoint, August 2022

AMCARE Utilization Best Practices IXD+

August 2022



**Workplace
Health & Safety**

What is AMCARE Utilization?

- AMCARE Utilization is the % of Associates who are able to have successful treatment in AMCARE without having to go out to the Work Comp/Doctor
- It is an indicator of good reporting and that we are intervening in injuries early so they do not escalate into MSDs
 - Also a leading indicator for recordable injuries (~\$25,000 per)
- Wellness Center/AMCARE Performance Dashboard: https://hs3c-tableau.aka.amazon.com/#/site/WHS/views/WellnessCenter_AMCAREPerformanceDashboard_AUS_v3/NetworkLevel-KeyMetricsRank?:iid=1

How to maximize AMCARE Utilization

AGENDA

- AMCARE Campaign
- Associate Experience in AMCARE
- iCARE Completion
- Associate Engagement on the Floor
- Deep diving Bypasses, Day 1 Send Outs and Late Reports to identify opportunities
- When times get tough, double down on standard work and engagement!
- Believe in the good work you do!

AMCARE Campaign

- Post your professional certifications in AMCARE
- Post Bios on the floor and on ACID feeds
- Introduce yourselves at Stand-ups and NHO
- Post signage about reporting and make sure your Associates know how to report and to who
- Make sure managers are talking about on-time reporting during their engagements
- Teach your ASC Members the importance of AMCARE and how to sell AMCARE during engagements (same with PAs)

Associate Experience in AMCARE

- Maximize the Associate Experience
 - Anytime someone reports – This is an OPPORTUNITY!
 - Stabilize the situation BEFORE we start on the investigation
 - WHSS should ensure that the investigation is collaborative and does not feel punitive
- Make it feel like a professional medical facility
 - Equipment stocked and ready to go
- Make sure Associates have privacy and are comfortable
- Introduce yourself
 - Briefly talk about your experience and background so they know they are in good hands
- Do not leave out medical documentation
- Keep it clean!

iCAREs

- What is an iCARE?
 - An iCARE is a mechanism for ensuring managers check in with their injured Associates
 - Only works if Associates ALSO come for treatment
- Best Practices (Build Mechanisms)
 - iCAREs should be completed in Q1 of the shift
 - WHSS should call out status in production sync meetings
 - Set a treatment schedule, provide [Appointment Cards](#) to Associates
 - Escalate missed iCAREs to the Senior Team
 - Escalate missed treatments to the Associate's Manager
 - Review iCARE misses in Daily Production/9am Meetings

(Jeff Bezos on Good Intentions and Building Mechanisms - <https://broadcast.amazon.com/videos/139494>)

IXD Treatment Tracker and iCAREs

- Our ICARE tracker– <https://quip-amazon.com/bAdCAhKRpHVB/Case-tracker-TLD-Assignments#temp:C:FFRc0256249006048b6ae5cfd484>
- iCAREs should be completed according to the [New Assisted iCARE Process](#)

Associate Engagement on the Floor

- Focus on meaningful conversations
- Make sure that your AAs know their resources
- Keep it positive, get to know people
- Understand your operation
- Help out! We are all in this together (Earns Trust i.e. Prime Day, Peak, Records)

Day 1 Send Outs

- What is a Day 1 Send Out?
 - Sent out to the WC Doctor the first day the injury was reported
- Types of Day 1 Send Outs
 - Associate is sent out at the professional opinion of the OMR
 - Associate requests to be sent out (but is not necessarily required by the conservative care procedure)
- How can we prevent Day 1 Send Outs?
 - Focus on risky behaviors on the floor i.e. eyes on path, 5s, conveyor safety
 - Maximize the Associate experience in AMCARE
 - AMCARE Campaign
- Escalations
 - It is important to follow your escalation guidance for Day 1 Send Outs as they may have a higher risk of being also Serious Injuries
 - If you're unsure – escalate!

Bypasses

- If an Associate goes to their Doctor and reports a work related injury before reporting it to AMCARE, the Doctor will send them to AMCARE and then they will be sent out again
 - Bad Associate Experience
 - Missed opportunity to treat early and prevent the injury from getting worse
 - (May vary from state to state, check with your WHSM)
- How can we prevent Bypasses?
 - Floor engagement, earning trust with associates and encouraging on-time reporting (if someone doesn't know about AMCARE, they will go to the Dr.)

We're not trying to prevent people from going to the Doctor – We are trying to intervene early, so they don't have to.

Encounters and Documentation

- Critical that all encounters are entered correctly
- Critical that documentation is entered and labeled correctly
- Subject to Internal and External (OSHA) auditing
- Take pride in your work!

Accommodations, TLD, 1st DOI

- Day of Injury – Per OSHA, able to accommodate in lighter duty tasks for that day
 - Only 1st DOI – Use it!
- Associates on Accommodations and Temporary Light Duty
 - Check in with your Associates, make sure they are comfortable and have received the appropriate training

HR Partnership

- Strong partnership is critical to maximize the Associate experience when they are going through their toughest times
- EMS Send outs
 - Understand roles and responsibilities, escalations
 - Communication is critical, if things go wrong, do a recap with the team to identify opportunities
- Sending Associates home
 - Partner with your HR Team and WHSM to understand your site's best practices
 - AMCARE CAN NOT Send any one home or excuse time.
 - If an AA is injured do not recommend they take time to rest it away report to amcare and receive treatment early

Partnership with WCM and Doctors

- WHS know your WC Manager, Earn Trust by responding to requests quickly
- Weekly WC Review (GM, WHSM, WCM) of all sendouts
- Doctor Site Visits – to understand the processes to provide the best treatment plan
- WHS Specialists – Know your site's WC Send Outs – Understand trends, support your team

Questions?

Worker Document 16 – WHS Return to Work Tool

WHS Return to Work Tool & Temporary Work Placement Procedure US

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1. Purpose

The primary purpose of the [return to work \(RTW\) tool](#) and temporary work placement (TWP) program is to enable eligible associates to remain actively working while recovering from work related injury or illness conditions, managing restrictions related to disabilities, non-work related medical conditions, or pregnancy. Eligible associates can be placed in an Amazon process path (with or without modifications) or a temporary light duty (TLD) TWP. Requirements of TWPs (process path and TLD) and the eligibility criteria for associates to be actively working in such TWPs are detailed within this procedure. This procedure also defines the roles and responsibilities of all the stakeholders involved in the RTW tool and TWP process for returning associates back to work safely.

2. Scope

This procedure applies to Amazon employees (associates) working in all United States (U.S.) Amazon operations. It does not apply to contingent workers such as agency temporary workers (green badge), employees of outsourced service providers (yellow badge), employees of Delivery Services Providers (DSPs), or independent contractors. It also does not apply to Amazon Corporate, Customer Service, or AWS. This procedure is not intended to supersede or replace any applicable regulatory requirements. In case of conflict, the most stringent requirements shall prevail. This procedure only applies limitations that impact an associate's ability to perform job duties.

BUSINESS/GEOGRAPHY SCOPE																			
Global					NA					EU					RoW				
AMZL	ATS	CF	AGL	Retail	AMZL	ATS	CF	AGL	Retail	AMZL	ATS	CF	AGL	Retail	AMZL	ATS	CF	AGL	Retail
Other:					Other:					Other:					Other:				

PERSONNEL APPLICABILITY*					
Blue-Badge	Yellow-Badge	Green-Badge	Non-Yellow Badge Contractor	Visitors	Other:

*for questions on personnel applicability, see badge descriptions [here](#).

This procedure does not affect or foreclose work-relatedness determinations under the Occupational Safety and Health Administration's Recordkeeping standard (29 C.F.R. Part 1904). Refer to the [WHS Recordkeeping Procedure NA](#) for details on whether modifications, restrictions, or transfers under this program trigger recording.

3. Terms and definitions

- **Accommodation** – as defined by the ADA and similar laws, any change to the application or hiring process, to the job, to the way the job is done, or the work environment that allows an employee with disability-related or medically-related restrictions to perform the essential functions of a job or enjoy equal employment opportunities. By definition, "light duty" roles, as defined in this document, are not accommodations, because in such roles the employee is not performing all of the essential functions or their regular job.
- **Associate** – any Amazon blue-badge or white-badge employee (e.g., full-time, part-time, flex-time, or seasonal).
- **AtoZ My HR** (<https://atoz.amazon.work/myhr2>) – a self-service portal for associates to initiate a LOA or other accommodation request and view the status of their request or case. PXT team members are able to assist associates with their requests.
- **Contingent worker** – green or yellow badge employees who provide services to Amazon but who are not Amazon employees and who may require unsupervised Amazon building access, Amazon systems access, and/or access to Amazon's customers. Examples include independent contractors, outsourced service providers, temps, etc.
- **Disability and leave integration (DALI)** – the Disability & Leave Services (DLS) team's case management system. The DLS team tracks all accommodation and leave of absence (LOA) requests and outcomes in this system of record.

- **Essential job functions** – as defined by the ADA and similar laws, essential job functions are the basic job duties that an employee must be able to perform, with or without reasonable accommodation.
- **Full duty** – is when an associate is able to return to and perform their full essential job functions of their regular job without restriction. When an associate is returning to full duty after a restricted period a written release from the associate’s health care provider (HCP) must be provided for cases with work related conditions and may be required for some cases with non-work related conditions.
- **Home process path** – an associate’s regular job role which they are trained in and regularly perform.
- **Indefinite restrictions** – restrictions lasting for a long term length of time.
- **Job match report (JMR)** – previously known as a job safety analysis (JSA), the JMR is the output of the RTW tool. The JMR matches an associate’s restrictions against the physical demand requirements of standard Amazon process paths or TLD TWPs available onsite. The JMR may be downloaded and saved from the RTW tool as a PDF so it can be shared with stakeholders (e.g., operations management) as needed. The JMR informs the user (e.g., WHS, DLS, or operations management) of the meaningful work placements available for an associate per their physical restrictions.
- **Job accommodation report (JAR)** – an acknowledgement statement generated by the DLS team via DALI once a TWP opportunity is determined by operations management for cases with non-work related conditions. The JAR is used for both approved and denied requests. It may also be used in some cases with work related conditions where the DLS team is managing the request. This statement is shared with the associate for their awareness and will be uploaded into DALI by the DLS team.
- **Leave of absence (LOA)** – permission for an employee, granted by the employer, to be absent from work. A LOA occurs when an employee takes time off of work based on an Amazon leave policy or federal, state, or local leave law. LOAs may or may not be related to injuries or illnesses that occur at or due to work. Most LOAs are taken as “continuous” LOA (for a defined period), but a LOA may also be taken on an intermittent reduced-schedule basis.
- **Non-work related injury/illness** – for purposes of this procedure only, an injury/illness that has occurred off of Amazon property, is not related to any work function, and presents with an absence of a work related mechanism of injury (MOI). Nonwork related may be defined differently under various state workers’ compensation laws.
- **Permanent restrictions** – restrictions expected to last for the remainder of the employee’s career. These restrictions may be from a non-work related condition or pre-existing condition, or as a result of a work related condition.
- **Temporary work placement (TWP)** – the temporary job role an associate performs while operating within their physical restrictions, in either a process path or TLD role at a site or an ACT role offsite.
- **TWP decision** – the final decision by operations management (or relevant stakeholders) on where and if an associate may be placed onsite or not. This decision is made based on the recommendation of the site’s WHS or DLS teams. TWP recommendations are selected from the best job matches available per the JMR. There may be some instances where the JMR may not be used to place an associate, DLS manages these cases (e.g., non-physical limitations).
- **Process path TWP** – a TWP of an associate with temporary restrictions into a standard Amazon process path (e.g., pick, pack, stow, etc.) which does not limit their ability to safely work in a standard process path. See section 5.3.1.1 for further details. Standard process paths for Amazon can be found within FCLM and the RTW tool. A process path TWP may occur in an associate’s home path or another standard Amazon process path.
- **Return to work (RTW) tool** – an online tool for tracking and managing physical restriction requests for work related and nonwork related conditions. It provides access to the JMR to find safe and appropriate TWP options for associates experiencing physical restrictions.
- **Temporary light duty (TLD) TWP** – a TWP where either the employee is working in their regular job role but not performing all job functions, or is assigned to “light duty” work specifically identified for individuals in this program that is not aligned to a regular job role for which Amazon hires. TLD TWPs are not regular job roles that Amazon directly hires for, but rather are temporary meaningful work roles with lighter physical demands created specifically for associates who are not able to complete the functions of a standard Amazon process path due to restrictions imposed by disability, injury, illness, or pregnancy. TLD TWPs are developed at the site and approved at a network level to ensure value through meaningful work to Amazon. They align with health and safety guidelines and should be appropriate for associates with a range of physical restrictions to perform. TLD TWPs will be managed by site level operations management and each site will develop a plan to identify, train, and manage these roles.

- **Temporary work placement acknowledgement (TWPA)** – an acknowledgement letter generated by the RTW tool once a TWP decision is made by operations management for cases with work related conditions. This letter is shared with the associate for their acceptance, must be signed by the associate, and must be uploaded in Amazon’s incident management system (e.g., AUSTIN) regardless of acceptance status.

Also refer to [Global WHS Glossary](#) as necessary.

4. Roles & Responsibilities

4.1 Corporate Health Solutions Program Management Team

- Oversee the annual review of procedure with all internal Amazon stakeholder groups including but not limited to, Workplace Health & Safety (WHS), DLS, Workers’ Compensation (WC), Operations, People eXperience and Technology (PXT), the WHS Health Solutions program management team, and Legal, in accordance with greater Amazon policy, state and local regulatory requirements.
- Understand and assume accountability and responsibility for updating this procedure and the RTW tool.
- Owns the RTW tool and development strategy as Amazon scales and innovates.
- Responsible for overseeing expansion of the RTW tool into new business units and geographical regions.
- Responsible for supporting business unit roll out of the RTW tool and establishing network approved TLD TWPs (as applicable).
- Responsible for overseeing all aggregated data collection, analysis, and metric reporting related to the RTW tool and TWP program.
- Responsible for reporting all RTW tool metrics (as applicable) to Amazon Vice Presidents and Safety Steering Group.
- Responsible for soliciting feedback from customers and partners to drive continuous improvement efforts for the RTW tool and TWP program.
- Responsible for overseeing all network communications related to the RTW tool.

4.2 Site Leader/General Manager and Operations Management or Designee

- Accountable to assign responsibility to implement and oversee effectiveness of this procedure within the site. The WHS team should be assigned primary responsibility for managing work related conditions if available. If WHS is unavailable at the site another responsible designee should be named to assume WHS’s responsibility. The DLS team will maintain primary responsibility for managing all non-work related conditions.
- Responsible for making the final TWP decision for onsite process path, TLD, or no onsite TWP available, and for providing rationales when determining that an associate cannot be placed onsite. This TWP decision is made based on the recommendation from WHS or DLS team members per the JMR. Regardless of restrictions being for work related or non-work related conditions, operations management is responsible for treating all TWP decisions equally and within the same service level agreement requirements. TWP decisions should be made within one hour of receiving the TWP recommendation, if the associate is currently onsite, or prior to the associate’s next scheduled shift, if associate is not currently onsite.
- Responsible for partnering with WHS to implement and develop TLD TWPs onsite that provide meaningful work and add value to Amazon while ensuring the safety of associates.
- Responsible for managing all TLD TWP and volume of work.
- Responsible for ensuring associates have appropriate training in process path or TLD TWPs (as applicable).

4.3 Workplace Health & Safety Site Safety Manager or Designee (e.g. OMR, WHS Specialist, or Injury Prevention Specialist)

For more details on your organizations and business unit’s specific responsibility assignment (RACI) chart for who completes the below responsibilities refer to the [RTW program wiki page](#).

- Responsible for all steps of this procedure as it pertains to work-related restriction requests, finding TWPs, and recordkeeping management. These tasks will be performed in partnership with the WC team when applicable. For further details on

recordkeeping management refer to the [WHS Recordkeeping Procedure NA](#). Please see the [Workers' Compensation \(WC\) wiki](#) for additional information and FAQs related to WC claims and restrictions.

- Responsible for partnering with operations management to initially set up and maintain site's FC configuration feature within the RTW tool for which job types apply to their site.
- Responsible for informing associates of their role and responsibilities throughout the RTW tool and TWP process for cases with work related conditions.
- Responsible for receiving all restriction requests for cases with work related conditions.
- Responsible for verifying all restrictions or limitations are documented correctly for cases with work related conditions when evaluating TWP opportunities and preparing JMRs. If the associate already has a placement active within the RTW tool for either another work related or non-work related condition running concurrently, WHS or designee is responsible for following the applicable steps as detailed within their organizations process on the [RTW program wiki page](#).
- Responsible for maintaining RTW tool database with all restriction requests and using the JMR to provide operations management with a recommended best-fit TWP option for the associate with a work related condition. Maintenance also includes managing all TWPs in the RTW tool, updating restriction end dates, and identifying the appropriate status throughout the lifecycle of cases with work related conditions.
- Responsible for partnering with operations management to obtain TWP decisions for cases with work related conditions.
- Responsible for providing operations management with data and visibility to the volume of active TWP cases.
- Responsible for maintaining the RTW tool restriction end date and ensuring appropriate closure status for all TWPs. WHS will partner with WC to verify restriction end dates and reach out to engage with an associate who is nearing the applicable TWP time limit for process path or TLD TWPs, or those who are unable to work in a TLD or process path TWP. See section 5.4.2 for TWP time limit details. A WC claim may be denied for compensability reasons it but may still be considered work related and recordable per OSHA, as compensability and recordability are independent. Responsible for generating a TWPA and obtaining associate's signature on TWPA. If associate is not onsite to sign the TWPA, WHS is responsible for partnering with HR to connect with the associate to return to the site and sign the TWPA.
- Responsible for notifying WC via the RTW tool email function if an associate rejects a process path or TLD TWP.
- Responsible for assisting associates in initiating a WC LOA if no process path, TLD, or ACT TWP is available or if an associate declines a TWP. See section 5.4.2 for TWP time limit details and [WC wiki](#).
- If an associate's WC claim is denied, deemed non-compensable, or non-work related by the third party administrator (TPA) the associate shall continue working in their current TWP until their restriction end date, TWP eligibility changes as detailed in section 5.1, or TWP time limit is met as detailed in section 5.4.2. If a case is deemed non-work related by the TPA, WHS is responsible for referring the case to the DLS team for ongoing case management. See the [RTW program wiki page](#) for the process flow map and additional training.
- Responsible for referring an associate to WC when questions related to WC process are asked or to TPA when questions related to WC claims are asked.
- Responsible for notifying when an associate is within seven (7) days of restriction expiration and need to provide updated restriction paperwork or return to full duty paperwork (as applicable) for cases with work related conditions. If the associate is not onsite, WHS is to partner with site HR to call the associate and notify them that their restrictions are expiring and updated paperwork is required to continue TWP. WHS should document call outcomes into Amazon incident management system (e.g., AUSTIN). DLS will own and manage all follow ups with associates for restriction expiration for cases with non-work related conditions.
- Responsible for referring all cases with non-work related and pregnancy related requests for accommodation to the DLS team.
- Responsible for referring all cases with work related conditions that are deemed permanent, indefinite, or have been in a process path with modification or TLD TWP greater than 180 days to the DLS team for continued case management. To refer these cases to DLS, follow the applicable steps as detailed within your organizations process on the [RTW program wiki page](#). The WHS team will continue to manage all cases with work related conditions, regardless of if they are equal to or greater than 180 days, if an associate is placed in a process path without modifications and continues to provide updated restriction paperwork.

- Responsible for uploading all documents into Amazon incident management system (e.g., AUSTIN). WHS will continue to document and update cases with work related conditions in AUSTIN to ensure proper recordkeeping per the [WHS Recordkeeping Procedure NA](#).
- Responsible for maintaining applicable KNet training records of all onsite HR, operations management, and WHS team members.

4.4 Disability & Leave Services

- Responsible for managing accommodation and LOA requests and outcomes, and DLS programs to ensure operational stability and compliance with applicable regulations and company policies.
- Responsible for advising, partnering, and collaborating with leaders, policy owners, stakeholders, peers, and customers (e.g., associates) to ensure that DLS programs are successful across the organization.
- Responsible for receiving, via the DLS portal or phone, information about restrictions and limitations for associates with non-work related conditions. Also responsible for following up with the associate throughout the process.
- The Accommodations team, within DLS, is responsible for all steps of the RTW tool and TWP process (as applicable), in partnership with PXT, WHS, WC, and operations, for associate's seeking accommodations when the associate's condition is non-work related, WC claim was deemed non-work related, or restrictions become permanent or indefinite in nature.
- The LOA team, within DLS, is responsible for providing ongoing support, in partnership with the accommodations team, when a LOA is initiated as a result of no process path, or TLD TWP being available, and for cases with work related conditions that have been in a process path with modification or TLD TWP greater than 180 days.
- Responsible for partnering with operations management to get decisions on all TWPs for associates with non-work related conditions. DLS will use the JMR (as applicable) to provide operations management with a recommended best-fit TWP option for the associate.
- Responsible for generating a JAR, completing interactive discussion, and monitoring approved and implemented accommodation requests.
- Responsible for partnering with operations management and WHS team to consult and to explore opportunities to accommodate beyond the JMR (as applicable).
- Responsible for notifying WHS if an associate refers to or identifies their condition or injury as being caused by an event or exposure at work.
- Responsible for uploading all documents in DALI.
- Responsible for maintaining applicable KNet records of training for all DLS team members.
- Responsible for being the subject matter expert on accommodation or LOA request process for associates with non-work related conditions.

4.5 Workers' Compensation

The Amazon U.S. WC team supports injured associates and stakeholders. The U.S. WC team is part of the Risk Management group, rolling up to the Treasury and Finance organization. This team supports a variety of businesses including, Customer Fulfillment (AR sortable, non-sortable, Softlines, etc.), Delivery Stations, Sort Centers, AWS, Retail, and Corporate. This team does not support temporary or contractor employees (white/yellow badge) or locations outside of the U.S. For more information about the WC team and their responsibilities, refer to the [WC wiki](#).

- Claims: Responsible for providing oversight on all WC related claims
- Consultative: Responsible to influence claim costs by generating insights and trends from data and providing actionable feedback to business partners.
- Global Risk Management & Claims (GRMC) Support: Responsible for answering SIM tickets for all site specific WC related questions.

4.6 People eXperience and Technology (PXT)

- Responsible for serving as the onsite point of contact (POC) for associates with non-work related conditions, assisting associates with initiating non-work related or disability related restriction requests through case creation in the self-serve DLS portal or by phone (as applicable).
- Responsible for coding time and attendance for associates (as applicable).
- Responsible for referring associates with work related conditions to the WHS team.
- Responsible for contacting associates, as requested by WHS, for updated restriction paperwork or for notifying the associate to return to the site to sign the TWPA for cases with work related conditions.
- Responsible for contacting associates who have not returned to work after seeking restrictions when a TWPA is available.

4.7 Associates

WHS or designee is responsible for informing associates of their role and responsibilities throughout the RTW tool and TWP process for cases with work related conditions. DLS is responsible for cases with non-work related conditions.

- Responsible for returning all work related restriction paperwork by their next regularly scheduled shift after an appointment with an HCP.
- Responsible for working within and not exceeding their restrictions.
- Responsible for accepting or rejecting the TWPA offer within seven (7) days of receipt for cases with work related conditions and for accepting or rejecting the JAR within seven (7) days for cases with non-work related conditions.
- Responsible for maintaining their restriction requests, which includes providing additional restrictions or return to full duty paperwork prior to the end date of any previous restriction documentation. Failure to maintain updated restrictions paperwork may remove eligibility for continued process path or TLD TWPs, see section 5.1.
- Responsible for expressing any concerns or issues with their restrictions or TWP to their site point of contact (e.g., WHS, WC, DLS, etc.). If an associate feels their restrictions do not reflect their physical capabilities, they may return to their medical provider to discuss or re-evaluate.
- Associates with work related conditions who are participating in the RTW tool and TWP program are required to:
 - Notify WHS team or designee of any changes to their medical status or limitations that might make them able to resume their regular job duties.
 - Notify site WHS and the TPA claim adjuster of any changes to their medical status or limitations that might interfere with performance of job duties of their process path or TLD TWPs.
 - Notify WHS team or designee and their manager if they or their HCP believe any duties of their process path or TLD TWPs exceed their restrictions.
- Associates participating in the RTW tool and TWP program due to pregnancy or other non-work related condition are required to:
 - Notify DLS of any changes to their medical status or limitations that might make them able to resume their regular job duties.
 - Notify DLS of any changes to their medical status or limitations that might interfere with performance of job duties in their process path or TLD TWPs.
 - Notify DLS and their manager if they or their health care provider believe any duties of their process path or TLD TWPs exceed their restrictions.

5. Procedure

This procedure is initiated when an associate has restrictions due to a work related or non-work related condition that prevent them from performing all essential job functions, with or without accommodation. This procedure describes the TWP process the WHS and DLS teams will follow for running restriction paperwork through the [RTW tool](#). Regardless of if the associate is currently working or on LOA, each time updated restriction paperwork is received, the RTW tool and TWP processes will be run (as applicable). To initially set up and maintain the RTW tool for site use refer to the [RTW program wiki page](#). Different organizations and business units

may have different POCs responsible for completing the below process flows, these can also be found on the [RTW program wiki page](#). Two TWP options (process path and TLD,) are available for an associate to be placed within prior to a LOA being initiated. Process path and TLD TWPs are available onsite. Further details including eligibility, TWP prioritization, TWP time limits, and other requirements impacting TWPs are also detailed below.

5.1 Associate Eligibility

5.1.1 Return to Work & Temporary Work Placement Program Eligibility

All Amazon employees (associates) who are assigned to a U.S. operations sites are eligible for inclusion in process path or TLD TWP under the RTW tool and TWP program. Regardless of work relatedness, associates will become ineligible to participate in process path or TLD TWPs if TWP time limits are already met for the rolling calendar year, see section 5.4.2 for TWP time limit details. If an associate is experiencing a work related condition and is ineligible to participate due to TWP time limits already being met for the rolling 12-month time period they should be directed to advise their claim adjuster and to initiate a WC LOA, see [WC wiki](#) for details. If a work related case becomes permanent, indefinite, or when cases with work related conditions have been in a process path with modification or TLD TWP greater than 180 days, WHS will connect the associate with the DLS team for ongoing TWP support. If an associate's condition is non-work related and becomes ineligible to participate due to TWP time limits, detailed in section 5.4.2, they should be directed by DLS to initiate a personal LOA. Exceptions to these requirements apply for pregnant associates in certain circumstances – see below for more detail.

5.1.2 Process Path & Temporary Light Duty TWP Eligibility

An associate will be eligible for a process path and TLD TWP if all of the following criteria are met, exceptions are also detailed below:

- The associate is an Amazon employee assigned to a U.S. operations site. Contingent workers (e.g., yellow badge, green badge, independent contractors) are not eligible to participate in the RTW tool and TWP program. (Note: In some cases, Amazon may be required to partner with a vendor to address accommodation needs for contingent workers.)
- The associate has temporary work restrictions due to a work related condition or a disability, or a serious condition (as determined by DLS) and has not exceeded time limits described in section 5.4.2. Pregnant associates are not subject to the time limits described in section 5.4.2, per DLS procedure.
- The associate's restrictions are medically certified.
- Amazon determines it is not currently possible for the associate to perform the essential functions of their regular job duties with or without accommodation.
- Except for pregnant associates, the associate is expected to be capable of resuming the essential functions and their regular job role within TWP time limits as detailed in section 5.4.2.
- Restrictions for cases with non-work related conditions must have an expected duration of 15 days or more (> 2 weeks) and the duration of the restrictions/limitations must also be expected to continue for 15 days or more (> 2 weeks) to be eligible for the TWP program. Cases with work related conditions and pregnancy-related work restrictions are not subject to this eligibility rule.
- Additional exceptions may apply for all pregnant associates. See section 5.4.3 for details. All pregnancy cases will be managed by the DLS team.

5.2 Return to Work Process Flows

5.2.1 Process for Work Related Conditions

WHS will manage all aspects of the RTW tool and onsite TWP process for cases with work related conditions. WHS will run the RTW tool and support operations management in identifying safe process path or TLD TWP onsite for the associate. If the associate already has a placement active within the RTW tool for either another work related or non-work related condition running concurrently, WHS or designee is responsible for following the applicable steps as detailed within their organizations process on the [RTW program wiki page](#). WHS will work directly with operations management to make timely decisions per the TWP prioritization order (section 5.3.2) and partner with WC team and PXT (as applicable). If no onsite TWP is available, WHS will support the associate in initiating a WC LOA, see [WC wiki](#). Regardless of if the associate is currently working or on a LOA, each time updated restriction

paperwork is received, the RTW tool and TWP processes will be run (as applicable). See the [RTW program wiki page](#) for the RACI and process flow map for work related conditions.

1. Associate delivers paperwork to site WHS team or site designee as previously directed by WHS (e.g., Wellness Center/AMCARE team, etc.) regarding work related condition.
 - a. *Initial paperwork*: When an associate is referred by WHS to an HCP or outside medical provider and provided the WC packet (as applicable), they should be directed that any and all paperwork must be returned to the site by the start of their next scheduled shift.
 - b. *Follow-up paperwork*: When WHS receives medical paperwork from the associate, WHS will run the RTW tool and generate a JMR.
 - c. *Return to full duty paperwork*: If the associate is returned to full duty, WHS will update the placement in the RTW tool (as applicable), return the associate to their regular job role immediately, and send return to full duty email to the applicable stakeholders (i.e. WHS, WC, PXT, and Ops) informing them of the change in status.
2. WHS will use the RTW tool to run the JMR.
3. WHS will save a .pdf version of the JMR, use it to make the TWP decision, and attach it in the Amazon's incident management system (i.e. AUSTIN).
4. WHS will create a placement within the RTW tool for the associate and select "Placement Decision Pending" as the status for the RTW tool placement until a TWP decision is made by operations management.
 - a. WHS will use their site's RTW/TWP Chime or Slack chatroom to send the JMR to operations management for a TWP decision. WHS will follow the WHS standard procedure for obtaining a TWP decision to ensure quick decisions from operations management, see appendix B.
5. Operations management will make a TWP decision (process path, TLD, or no onsite TWP available) and communicate this via the site's RTW/TWP Chime or Slack:
 - a. **Reminder**: TWP decisions should be made within one hour of receiving the TWP recommendation, if the associate is currently onsite, or prior to the associate's next scheduled shift, if associate is not currently onsite.
 - b. Once a TWP decision is finalized, WHS will save a copy (e.g., snip) of the decision to the associate's case for documentation in Amazon's incident management system (i.e. AUSTIN).
 - c. If operations management decides to place an associate in a process path or TLD TWP, then WHS will generate a TWPA and have the associate sign the TWPA. The associate may immediately start work in TWP after signing the TWPA.
 - i. If the associate is on WC LOA or is not onsite to sign the TWPA when a TWP decision is made, site WHS will partner with site PXT to contact the associate to return to the site and sign the TWPA.
 - ii. After receiving a TWP decision and a signature, the WHS team will update the RTW tool placement status and send a notification e-mail from the RTW tool, see the [RTW wiki page](#).
 - d. If there is no onsite TWP available, the WHS team will assist the associate in initiating a WC LOA, see [WC wiki](#) for details. A WC LOA should only be initiated when a process path or TLD TWP is unavailable or the HCP has placed the associate out of work.
 - e. If the associate declines the TWP, WHS will send the WC team the associate's rejection email from the RTW tool WHS team should have the associate initiate a LOA with DLS, then clock out, and go home while they wait for a DLS representative to follow up with them for updated medical documentation or to discuss the remaining options available.
6. WHS will document all aspects of the work related process (e.g., JMR, any new medical documentation, TWPA, recordkeeping, etc.) in Amazon's incident management system (i.e. AUSTIN).
 - a. Throughout the process, WHS will continue to use the RTW tool e-mail feature to notify the appropriate stakeholders of case status when applicable, see the [RTW wiki page](#).
7. WHS will continue to maintain all TWPs in the RTW tool for cases with work related conditions, updating end dates, and identifying the appropriate status throughout the lifecycle of the case.

5.2.2 Process for Non-Work Related Conditions

DLS will manage all aspects of the initial RTW tool processing and TWP process for associates with non-work-related conditions. DLS will use the RTW tool (as applicable) to generate the JMR, create placement in the TWP, and update TWP statuses. DLS will run the RTW tool and support operations management in identifying safe process paths or TLD TWP roles onsite for the associate. DLS will work directly with operations management to make timely decisions per the TWP prioritization order ([section 5.3.2](#)). If no TWP is available, DLS will support the associate through the LOA process. Regardless of if the associate is currently working or on LOA, each time updated restriction paperwork is received, the RTW tool and TWP processes will be run. See the [RTW wiki](#) or the RACI and process flow map for non-work-related conditions.

To initiate an accommodation or LOA request the associate may either do so on their own via the DLS Portal, by calling DLS, or by partnering with their onsite HR representative to support them with the DLS Portal. HR personal outside DLS are only asked to initiate cases on behalf of the associate in emergent situations. Refer to the [Leave and Accommodation Inside Amazon page](#) for full details.

1. If the associate is on the Amazon network they may go directly to <https://inside.hr.amazon.dev/us/en/employment/time-off-compensation-benefits/disability-and-leave-services.html> to initiate their request.
2. If the associate is off the Amazon network they may navigate to the DLS portal through their AtoZ portal (<https://amazonessportal.force.com/ESSPortal/s/>). To do this the associate will need to log into their AtoZ portal on a personal computer or device, navigate to the resources page, and select the 'leave of absence and accommodations' button, then follow the remaining on screen prompts to complete the applicable process per their current concern. The associate may also apply by phone at 1-888-892-7180, option 1, Monday through Friday between the hours of 8 am to 11 pm EST. In this case the DLS team will directly handle initiating the request on behalf of the associate (as applicable).

Once the associate initiates the accommodation or LOA request, the DLS team will begin the interactive process, review the request, and reach out to the associate by phone and via email within two (2) business days. DLS may, consistent with applicable law, require additional documentation from the associate's HCP to support their request. DLS will notify the associate if such documentation is needed and the associate will be asked to submit the completed forms online via the DLS portal, via fax at 1-855-579-1799, or by email to amazondls@amazon.com for the DLS team to review. Associate identifying information (e.g., name and date of birth) is required on anything sent via fax or e-mail. Once the applicable accommodation or LOA determination is made by operations management and DLS the TWP decision is communicated to the associate directly by the DLS team.

- After receiving the associate's restriction paperwork, the DLS team will medically certify the restrictions to determine the restrictions are a result of an associate's own health (e.g., non-work related) condition. Exceptions to this process exist for pregnant associates.
- DLS will use the RTW tool to run the JMR to identify TWP opportunities (as applicable).
- DLS will create the initial RTW tool placement within the RTW tool. This TWP must be created as a non-work related or disability related request.
- DLS will send the JMR to operations management for a decision of TWP via e-mail from the DALI system. When applicable the DLS team will use the JMR to communicate a recommended TWP.
- Operations management makes a TWP decision (process path, TLD, or no onsite TWP available). If no TWP is available, operations management is to provide DLS with rationale.
 - If operations management makes a process path or TLD TWP decision, DLS will generate a JAR.
 - After receiving the TWP decision from operations management, the DLS team will update the initial RTW tool placement status and send notification of TWP to the associate.
 - After communicating with DLS the associate may immediately start work pending applicable release date.
 - If there is no onsite TWP available, DLS will initiate a LOA on behalf of the associate. If the associate's need is permanent or indefinite in nature, DLS may also initiate the job search and reassignment process (as applicable).
- DLS will document all aspects of the TWP process for non-work related conditions in DALI. This may include uploading items, such as the .pdf of the JMR and documenting the TWP decision or associate refusal.

5.3 TWP Options & Prioritization Order

5.3.1 TWP Options

5.3.1.1 Process Path

A process path TWP is the first choice option for placing an associate with restrictions. See section 5.3.2 for TWP prioritization order. Examples of Amazon standard process paths include, but are not limited to, receiving, stowing, picking, packing, shipping, customer returns, etc. Standard process paths for Amazon can be found within FCLM and RTW tool. In instances where the standard process path does not match fully with the associate's restrictions it is reasonable for operations management to temporarily modify the essential job functions of a process path or cross-train an associate into another process path if there is a TWP option available. Process path with modification is the second choice option for onsite TWP. If a process path is modified to place an associate it must be consistent with the associate's restrictions. If modifications to the job functions of a process path are made the role is considered "light duty" and are subject to the same eligibility and time limits as TLD TWPs. However, OSHA considers "light duty" roles that impact an associate's job functions to be restricted duty and cases with work related conditions will require recording. Refer to the [WHS Recordkeeping Procedure NA](#) for specific details on how to record these cases. Associates working in process path TWPs are eligible for overtime if it does not conflict with their restrictions. For associates with work related conditions, contact the WC POC if unsure if overtime will conflict with an associate's restrictions. See section 5.4.2 for TWP time limits.

5.3.1.2 Temporary Light Duty

Except in the case of pregnant associates, consideration for participation in a TLD TWP starts when an associate provides restriction documentation from an HCP to site support personnel (e.g., Wellness Center/AMCARE staff, DLS) stating they have temporary medical limitations, and the site has determined it is not possible to accommodate these limitations within the associate's regular job role or other standard Amazon process path TWP even with process path modification. A TLD TWP is the second choice option for onsite TWP. See section 5.3.2 for TWP prioritization order. Each site operations management in partnership with WHS must identify the TLD TWP available at their sites. Addition of new TLD TWP options should be submitted [via RIVER](#) to the RTW program management team for review. Except in the case of pregnant associates, the number of available TLD TWP at a site will be limited and will not exceed 5% of the total site headcount. However, for pregnant workers in certain states (i.e. KY, WV, CT, DE, DC, HI, LA, NE, NJ, NY, ND, UT, and WA), the 5% rule should not be applied, and pregnant associates in those states should be assigned TLD TWPs even if doing so will exceed the 5% limit. Additionally, associates in TLD TWPs may not work overtime. The RTW tool houses all network approved TLD TWPs for sites and maintains all TLD TWP records. See section 5.4.2 for TWP time limits. Restrictions for cases with non-work related conditions must have an expected duration of 15 days or more (> 2 weeks) and the duration of the restrictions/limitations must also be expected to continue for 15 days or more (> 2 weeks) to be eligible for the temporary light duty program. Cases with work related conditions and pregnancy-related work restrictions are not subject to this eligibility rule.

5.3.2 TWP Prioritization Order

Operations management will make all TWP decisions on a first come first served basis. Associates will be treated equally regardless of whether their conditions are work related or not. Operations management have a service level agreement to make all decisions within one hour of receiving the request if the associate is onsite, or prior to the associate's next scheduled shift if the associate is not onsite. If the one hour service level agreement is not met by operations management the associate is to remain onsite in a waiting area (e.g., Wellness Center/AMCARE or break room) until a decision is made or until end of their current shift whichever occurs first. Associate's should be clocked in during this waiting time period, should maintain their normal break schedule, and clock out at the end of their regular shift. Priority levels for associate TWP, in case of restrictions, are as follows and TWP selection must be made at the highest priority level when there is an open and available TWP. Associates currently working in a TWP have priority to continue to work in their TWP until their restriction end date or return to full duty date and should not be displaced in order to place another associate.

1. Associate is able continue in their home process path and shift, able to perform all essential job functions. (Note: this is not considered "light duty" as the associate is able to perform all essential job functions.)
2. TWP in home process path and shift, unable to perform all essential job functions, process path modifications approved. *
3. TWP in home process path with shift adjustment, able to perform all essential job functions.

4. TWP in home process path with shift adjustment, unable to perform all essential job functions, process path modifications approved. *
5. TWP in another process path and normal shift, able to perform all essential job functions. *†
6. TWP in another process path and normal shift, unable to perform all essential job functions, process path modifications approved. *†
7. TWP in another process path with shift adjustment, able to perform all essential job functions. *†
8. TWP in another process path with shift adjustment, unable to perform all essential functions, process path modifications approved. *†
9. TWP in TLD with or without shift adjustment, able or unable to perform all essential job functions. *
10. LOA (WC or other). *

* Based on the decision selected above there may be OSHA recordkeeping implications, refer to the [WHS Recordkeeping Procedure NA](#) for further details. If additional clarification is needed partner with your site or regional WHS leadership or e-mail whsrecordkeeping@amazon.com.

† If reasonable and consistent with the associate's restrictions, operations management may determine to cross-train an associate into another Amazon standard process path if there is a TWP option available. *

5.4 TWP Transitions, Time Limits, & Exceptions

Associates are responsible for continuing to update temporary restrictions in partnership with their HCP. Temporary restrictions for both work-related and non-work related conditions should have anticipated end dates. Additional paperwork may be provided to extend these end dates, without additional paperwork the associate's eligibility for TWP in a process path or TLD TWP may end resulting in the associate either having to return to full duty or initiate a LOA depending on state specific regulations. In cases where the HCP does not provide restriction end dates, TWP may last up to 30 days or until the associate's next scheduled appointment. For cases with work related conditions if the associate does not bring updated restriction paperwork, the WHS team should visit the [WC wiki](#) for instructions on how to submit a SIM ticket to determine if a state specific extension is required. If not, as a "last resort", WHS may ask the associate to leave work for their safety and guide them to initiate a LOA and to contact their TPA claim adjuster. For cases with non-work related conditions, DLS will provide the associate with an appropriate timeline for returning updated restriction paperwork and manage ongoing actions, including initiating a LOA (as applicable).

5.4.1 Temporary Restrictions Transitioning to Permanent or Indefinite Restrictions

When cases with temporary restrictions transition to permanent, indefinite, or when cases with work related conditions have been in a process path with modification or TLD TWP greater than 180 days, the WHS team will contact the DLS team to transfer all case information to their responsibility. Additionally, if cases with work related conditions are reclassified by the TPA as cases with nonwork related conditions the WHS team will contact the DLS team to transfer all case information to their responsibility. The DLS team will place associate on a LOA, assume responsibility for contacting the associate, and support the associate throughout LOA process or with finding a long term accommodation as eligible, which may include initiating the job search and reassignment process. DLS will evaluate all cases with permanent or indefinite restrictions to determine if they fall within the scope for an ongoing reasonable accommodation. To refer these cases to DLS, follow the applicable steps as detailed within your organizations process on the [RTW program wiki page](#).

5.4.2 TWP Time Limits

5.4.2.1 Process Path without Modifications TWP Time Limits

Associates who are temporarily placed in a process path where no modifications are made may continue to be placed in this process path as long as updated restriction paperwork is provided by the associate. TWP in process path without modification are not considered "light duty" as the associate is able to perform all essential job functions of the regular job role. The WHS team will continue to manage all cases with work related conditions, regardless of if they are equal to or greater than 180 days, if an associate is placed in a process path without modifications and continues to provide updated restriction paperwork. DLS will continue to manage all cases with non-work related conditions.

5.4.2.2 Process Path with Modifications & TLD TWP Time Limits

After an associate has been assigned to a process path with modifications or TLD TWP for 180 days within a rolling 12-month period the process path with modifications or TLD TWP will end, except for pregnancy-related cases, see section 5.4.3 for details. These cases will transfer to the DLS team to be considered for accommodation or LOA (as applicable). Regardless of number of incidents or if restrictions are for work related or non-work related conditions, the 180-day count for process path with modifications or TLD TWP is cumulative within the 12-month rolling period and does not reset for each incident.

For example:

- An associate who was placed in a process path with modification or TLD TWP on January 20, 2020 and returned to full duty on July 18, 2020 will have completed 180 days in a process path with modification or TLD TWP and may not be placed in another process path with modification or TLD TWP until January 20, 2021.
- An associate who was placed in a process path with modification or TLD TWP on January 20, 2020, and returned to full duty on February 20, 2020 will have completed 31 days of process path with modification or TLD TWP. If they were to get injured again and placed into a process path with modification or TLD TWP on March 20, 2020 and returned to full duty on April 20, 2020, will have completed 62 days of TLD TWP.

Associates with restrictions for work related and non-pregnancy related conditions who are not able to resume regular job duties within the 180 day limit will be referred to DLS to be considered for a LOA or other accommodation (as applicable). For associates with non-work related conditions who reach the TWP time limit and are not able to resume their regular job duties will be reassessed for accommodation or LOA by the DLS team. WHS will contact associates seven (7) days prior to the restriction end date, to remind the associate that TWP will end unless there is medical certification from an HCP to extend their restrictions. DLS team will contact associate five (5) days prior to restriction end date. For cases with work related conditions if the associate does not bring updated restriction paperwork, the WHS team should visit the [WC wiki](#) for instructions on how to submit a SIM ticket determine if a state specific extension is required. If not, as a “last resort”, WHS may ask the associate to leave work for their safety and guide them to initiate a LOA and contact their TPA claim adjuster immediately to review their options. For cases with non-work related conditions, DLS will provide the associate with an appropriate timeline for returning updated restriction paperwork and manage ongoing actions, including initiating a LOA (as applicable).

5.4.3 **Pregnancy Is Exempt from TWP Time Limits**

Amazon complies with applicable state laws and local ordinances that grant specific accommodation rights to pregnant workers. The DLS team is responsible for ensuring compliance with these regulations. All pregnancy related cases should be referred to the DLS team for review.

5.4.4 **Effect on Employment Status**

A process path or TLD TWP will not affect (as applicable) hourly pay rate. It will also not affect benefits, provided the associate continues to meet eligibility requirements for such benefits. Except as otherwise provided in this procedure, associates participating in this program remain subject to all company policies, procedures, and requirements that would apply if they were working in their regular job role. If an associate ends up on a LOA there may be impacts to their employment status, including compensation, vesting of stock-based awards, health benefits, or other benefits depending on the type of leave taken. The details are provided in information sent to the associate once their leave is initiated, and in applicable policies and benefits plans.

6. Training

All users of the RTW tool and TWP program should complete their respective training as detailed below. Managers who directly supervise authorized associates must receive the same level of training. Retraining is required if procedural requirements change or if learning objectives are not met.

6.2 Training Compliance Tracking

WHS will maintain applicable KNet training records of all onsite PXT, operations management, and WHS team members. These records should include the date of training and title of the training. WC and DLS will be responsible for maintaining applicable KNet records of training for all WC and DLS team members respectively. The [OMR and IPS Training Dashboard](#) is another tool that can aid

WHS in tracking training completion and compliance. Any questions or concerns related to the training dashboard should be escalated [via RIVER](#).

At a minimum, the following requirements will be included. See the [WHS Safety Training Matrix](#) for additional details.

Table 1: Return to Work Procedure training matrix				
Job title	Job description	Type	Training content	Required frequency
Onsite Medical Representative	WHS team member responsible for onsite care and work-related accommodations process.	Awareness/ Authorized	<ul style="list-style-type: none"> Temporary Work Placement (TWP) KNet Return to Work Tool KNet Additional RTW Tool Training Resources 	<ul style="list-style-type: none"> Initial on assignment Annual
WHS Specialist	WHS team member responsible for WHS recordkeeping onsite. Responsible for work-related accommodations process when no OMR is available at the site.	Awareness/ Authorized	<ul style="list-style-type: none"> Temporary Work Placement (TWP) KNet Return to Work Tool KNet Additional RTW Tool Training Resources 	<ul style="list-style-type: none"> Initial on assignment Annual
Injury Prevention Specialist	WHS team member responsible for onsite injury prevention.	Awareness/Authorized	<ul style="list-style-type: none"> Temporary Work Placement (TWP) KNet Return to Work Tool KNet Additional RTW Tool Training Resources 	<ul style="list-style-type: none"> Initial on assignment Annual
WHS Site Leadership (e.g., WHS Manager, WHS Sub-Regional for AMZL)	WHS Manager(s) responsible for WHS onsite team	Awareness/ Authorized	<ul style="list-style-type: none"> Temporary Work Placement (TWP) KNet Return to Work Tool KNet Additional RTW Tool Training Resources 	<ul style="list-style-type: none"> Initial on assignment Annual
Disability & Leave Services	DLS team members responsible for site non-work-related accommodations process.	Awareness/ Authorized	<ul style="list-style-type: none"> Temporary Work Placement (TWP) KNet Return to Work Tool KNet Additional RTW Tool Training Resources 	<ul style="list-style-type: none"> Initial on assignment Annual
Workers' Compensation	WC team members responsible for providing oversight on all WC related claims.	Awareness/ Authorized	<ul style="list-style-type: none"> Temporary Work Placement (TWP) KNet Return to Work Tool KNet Additional RTW Tool Training Resources 	<ul style="list-style-type: none"> Initial on assignment Annual
People Experience & Technology (PXT)	PXT team members responsible for onsite PXT processes.	Awareness/ Authorized	<ul style="list-style-type: none"> Temporary Work Placement (TWP) KNet Return to Work Tool KNet Additional RTW Tool Training Resources 	<ul style="list-style-type: none"> Initial on assignment Annual

Job title	Job description	Type	Training content	Required frequency
Site Leader/General Manager & Operations Management	Operations management team members responsible for making TWP decisions onsite	Awareness/ Authorized	<ul style="list-style-type: none"> • Temporary Work Placement (TWP) KNet • Return to Work Tool KNet • Additional RTW Tool Training Resources 	<ul style="list-style-type: none"> • Initial on assignment • Annual

7. Audits, inspections, and evaluations

Each site shall execute one annual self-review of compliance against this policy as highlighted in the policy implementation steps, see appendix A. The review will be evaluated against the policy components applicable to each business unit.

8. Continual Improvement

WHS and DLS teams will continue to review TWP metrics within the RTW tool and RTW performance dashboard. This evaluation should determine if additional TLD TWPs need to be created on a site level to meet the 5% TLD threshold onsite and provide additional meaningful opportunities for the associates. All RTW tool issues or additional feature requests, such as the addition of a new TLD TWP option should be submitted [via RIVER](#) to the RTW program management team.

9. Reporting

The [RTW performance dashboard](#) will be used by all stakeholders to review org-wise and site level metrics.

10. Documented Information

Training records shall be maintained for the length of the trainee's employment or five years (depending on state requirements), whichever is longer. [Annual RTW program self-review](#) shall be maintained for one year. All process path and TLD records will be maintained in the RTW tool and shall be kept for a minimum of one year or per state requirements after injury return to full duty status has been achieved. TWPs in the RTW tool can be transferred to another site if the associate transfers to another site. Current steps for how to transfer a placement can be found on the [RTW wiki page](#).

Table 2: Documented information retention schedule

Record type	Retention period minimum
Annual RTW program self-review	One year or per state specific requirements
Employee training record	Five years
RTW tool TWPs	One year after injury return to full duty status achieved

11. Privacy and Protection of Personal Information

Personal information collected through this procedure shall remain confidential at all times, and shall only be collected, used, stored, shared, and accessed on a need-to-know basis. Where medical information is collected from a California resident, and it is used for purposes other than "administering and maintaining employee benefit plans, including health care plans and plans providing short term and long term disability income, workers' compensation [or] for determining eligibility for paid and unpaid leave from work for medical reasons," consult with legal to consider whether an affirmative consent explaining what information will be collected, how it will be used, and other requirements under California law are necessary. If information is collected from a third party HCP, consider whether consent is required under HIPAA. In all cases, personal information collected in the TWP process, RTW tool, or otherwise, should be:

- **Limited.** Only collect personal, health, and/or medical information if necessary for the process and to enable eligible associates to remain actively working while recovering from work related or non-work related condition, or to manage restrictions related to disabilities or pregnancy.
- **Used only for this purpose.** Information collected through this process should only be used as described herein.
- **Stored securely with limited access.** Access controls should be set to limit access to personal information to only those who have a need to know. Personal information should be stored securely, and separately from general personnel files. Amazon's record keeping systems are AUSTIN for work-related cases and DALI for non-work-related cases.
- **Retained only as long as needed.** Personal information should be retained only as long as needed, and consistent with Section 10 above.

12. References

A to Z portal: atoz.amazon.work

Badge color wiki: https://w.amazon.com/bin/view/Badge_Color

DLS Links (*some with restricted access*)

Accommodation Requests (*Access Restricted*):

<https://inside.hr.amazon.dev/us/en/toolkits/forhr/compliance/accommodation-requests.html>

DLS inside Amazon page: <https://inside.hr.amazon.dev/us/en/employment/time-off-compensation-benefits/disability-andleave-services.html>

DLS portal: <https://amazonessportal.force.com/ESSPortal/s/>

FAQ for Leave and Accommodation: <https://inside.hr.amazon.dev/us/en/employment/time-off-compensationbenefits/disability-and-leave-services/faq.html>

FC Accommodation Process: <https://inside.hr.amazon.dev/us/en/employment/time-off-compensation-benefits/disabilityand-leave-services/fc-accommodations.html>

Leave and Accommodation – US (*Access Restricted*): <https://inside.hr.amazon.dev/us/en/toolkits/for-hr/disability-andleave-services.html>

Leave Policies – US: <https://inside.hr.amazon.dev/us/en/employment/time-off-compensation-benefits/disability-and-leave-services/leave-types.html> DLS Reports for PXT:

- PXT Reports for Associates on Continuous & Intermittent Leave for Past 90 Days (*Access Restricted*): <https://inside.hr.amazon.dev/us/en/toolkits/for-hr/disability-and-leave-services.html>
- The following accommodation reports can be accessed by PXT, via the [Regional HR Reports Tool](#). Access to the Regional PXT Reports Tool can be requested by sending an email to attendance-mgt-core@amazon.com. These reports are run daily and posted to the Regional PXT Reports Tool by the Disability and Leave Services Business Intelligence team.
- *Accommodation Requests in All Statuses (Accommodations with AI Details_AllCases)* Purpose: Provides information pertaining to accommodation requests of any duration with details specific to the accommodation items requested by employees. Report Fields: Case Number, Accommodation Request Number, Duration, Accommodation Request Status, Accommodation Item Type, Accommodation Owner, Shift
 - Pattern, Employee ID, Supervisor Name, FCLM Area Code, Employee Account Site, Accommodation Item
 - Status, Accommodation Item Start Date, Accommodation Item End Date, Accommodation Item Details
- *At Work and Off Work Accommodation Requests – Case Level (BIA: Accommodation Off-Work and At-Work (Case))* Purpose: Provides information pertaining to new accommodation cases with an At Work or Off Work selection made during the intake process. Fields: Case Number, Case Owner, Account Name, Subject, Contact Name,
 - Employee ID, Opened Date, Case Comments, Status, Nature of Request, Location Code, Department Code,
 - Department Code Description, and Organizational Structure Code

- *At Work and Off Work Accommodation Requests – Accommodation Request Level (BIA: Accommodation Off-Work and At-Work (AC))* Purpose: Provides information pertaining to new accommodation requests initiated with an At Work or Off Work selection made during the intake process. Fields: Employee’s Full Name, Accommodation Request Number, Employee ID, Accommodation Type, Department Code, Start Date, End Date, Accommodation Request Status, and Organization Structure Code

OMR and IPS Training Dashboard: <https://hs3c-tableau.aka.amazon.com/#/site/WHS/workbooks/6027/views>

RTW performance dashboard: <https://hs3c-tableau.aka.amazon.com/#/site/WHS/workbooks/5592/views>

RTW program wiki: <https://w.amazon.com/bin/view/WHS/GE/gmh/health-solutions/rtw/> (RTW tool training and additional resources can be found on this page)

RTW tool: <https://prod.na.rtw.whs.amazon.dev/>

WHS network communications archive (November 2020 and earlier):

<https://share.amazon.com/sites/nacfehsnetworkcomms/layouts/15/start.aspx#/SitePages/Archives.aspx?RootFolder=%2Fsites%2Fnacfehsnetworkcomms%2FShared%20Documents%2FWHS%20Program%20Updates&FolderCTID=0x01200041D217BAC3DB364FB0DBD9A72FD1D9E4&View=%7BB58EB88A%2D77B8%2D49FB%2D8D39%2D8020C5673CBA%7D>

WHS network communications digest (December 2020 and later):

<https://inside.amazon.com/en/MyWorkplace/WHS/WHS%20Network%20Communications%20Archive/Forms/AllItems.aspx>

WHS Recordkeeping Procedure NA: <https://policy.a2z.com/docs/36632/publication>

WC wiki: [https://w.amazon.com/bin/view/Main/Risk Management/US Workers Compensation/](https://w.amazon.com/bin/view/Main/Risk%20Management/US%20Workers%20Compensation/)

13. Change management and document history

Version	Description	Published	Effective	Next review
1	Initial document	1-Dec-21	1-Dec-21	1-Dec-22
1.1	Updated ACT email alias in section 5.3.2 to act-tldsupport@amazon.com	30-Aug-22	1-Dec-21	1-Dec-22
1.2	Administrative updates to correct outdated hyperlinks, added state specifics to section 5.3.1.2 per Legal request, updated change history log to correct format, updated training section to remove deprecated trainings and replace with updated links, updated Appendix C image to reflect RTW tool 2.0 updates, added Slack webhook as option to Appendix D	15-Sep-22	1-Dec-21	1-Dec-22
1.3	Removed all Amazon Community Together (ACT) program references as program was deprecated in May 2023. Removed v1.2 appendices B and C as these were outdated and have living wiki resources and updated references throughout. Removed outdated training, new resources are available on RTW and WC wikis. Updated HR to PXT throughout, corrected links, updated WC responsibility section due to mirror WC team restructuring and process	25-May-23	1-Dec-21	1-Dec-23

	updates, including wiki references for WC team, and corrected some minor copyediting and formatting throughout. Added scope table.			
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Appendix A: Return to Work Tool and Temporary Work Placement Procedure US Implementation Steps

Instructions for Use: This document is intended to be used as a reference worksheet to aid the site in operationalizing the WHS Return to Work Tool and Temporary Work Placement Procedure US. Completing this document DOES NOT include all procedural requirements or replace the need to read the procedure.

Task	Role	Recurring Frequency	Reference	Required Evidence
WHSM or designee reads and understands the requirements of the WHS Return to Work Tool and Temporary Work Placement Procedure US and all supporting documents (e.g., RACI, process flow maps, etc.) located on the RTW wiki page	Site Leadership Team	Annual	Section 6	
Identify the number of affected personnel on site by job function. Assign training according to section 6	WHS Function Site Learning Function	Annual	Section 6	Roster of total # of assignees and completion status. Include plan/dates to complete training.
Create a Chime or Slack chat room for obtaining TWP decisions	WHS Function	Annual	Appendix B	Upload screenshot
Create a standard template that will be utilized for TWP decision requests. Ensure that the standard template clearly indicates the following: associate name, login, restricted days/hours, schedule, home path, and job recommendations (taken from the JMR). Communicate to the RTW/TWP chat rooms that this template will be the standard for TWP requests.	WHS Function	Initial	Appendix B	Upload document
Schedule an annual review of this program's adequacy with site leadership	WHS Function	Annual	N/A	Provide verification that the meeting has been scheduled and topics include at a minimum: Evidence from this Compliance Activity, review of number of incidents and root causes relating to Walking Working Surfaces, internal assessment/audit results, Open/Closed AUSTIN actions involving Walking Working Surfaces

Appendix B: WHS Standard Procedure for Obtaining a TWP Decision

The following steps should be followed by WHS to ensure a quick site TWP decision is obtained from operations management.

1. Build Chime or Slack chat room per your business units specific RTW wiki directions and set up the RTW tool webhooks as found on the [RTW program wiki webhook page](#).
2. Send Chime or Slack to site RTW Chime or Slack chat room when a TWP decision is needed. WHS are to continue to Chime or Slack operations management for TWP decision if decision is not made within the one hour service level agreement.
3. **Example TWP Decision Request Chime or Slack**
4. Associate Name: John Doe
5. Login: johndoe
6. Restricted days: 6/1/2019 –6/30/2019
7. Schedule: WE-SA-D
8. Home Path: pick
9. Recommendation: Pack Singles Small – 8 hour shift
10. Attach JMR: johndoe_RTW_Report.pdf

Worker Document 17 – RTW Tool 2.0 Placement Overview

RTW 2.0 - PLACEMENTS OVERVIEW

The RTW 2.0 Placements Overview tab enables our WHS and DLS teams to create, view and update work-related and non-work related accommodation cases for their site(s). From the Placements Overview tab, users can view and edit pending, active and expired placements.

Health Solutions: Return to Work Program

Check out the [Return to Work Wiki](#) for more QRCs, videos and resources.

Edit Placement

Placements can be edited to reflect a job placement decision or updated restrictions.

1. Navigate to the Placements overview tab and use the search bar within each status sub-tab to find the placement you need to update.

2. Select the associate login to open the placement.

3. Once in the placement, click the "update" button in the upper right corner and select the applicable update type.

- a - Update placement status
- b - Extend placement end date
- c - Input new restrictions and start the new job match process.

1

Pending Placements (20) Expired Placements (202) Active Placements (5)

Search for...

2

Associate Name ↓↑	Job ↓↑	Job Type ↓↑	Placement Start Date
peccy@	TLD FC Dusting and Wiping	TLD Assignment	11/29/2021

3

Send Email **Update** Export

- a Update Status
- b Extend End Date
- c New Restrictions Received

a

b

c

Update Status

Update Placement Status for

- Approved TWP
- Associate Rejected TWP
- Denied
- DLS Referral (180 days, indefinite restrictions, WC claim denial)
- Indefinite Restrictions
- LOA
- Placement Decision Pending
- PLOA
- Provider Placed off Work
- Return to Full Duty
- TWP but Pending Updated Restrictions

Cancel **Update Status**

- 1a. Select new status.
2a. Select "Update Status" to save.

Update Placement End Date

New end date

1 Extend the placement end date

Cancel **Save**

- 1b. Select new placement end date.
2b. Select "Save" to update.

! This option is used when the associate's restrictions have remained the same and the site continues to accommodate the associate in the same TWP.

Update Placement Restrictions?

This will navigate you to a page where you will enter new placement restrictions

Cancel **Confirm**

1c. Select "confirm" to begin the JMR and placement request process. For guidance on this process, refer to the entering restrictions and placement QRCs available on the [RTW training wiki page](#).

