From: **Kyle Moring**
Subject: Request for OSHA Forms 300 & 300A — Walmart Store #131 (Mount Pleasant, TX)
Date: October 19, 2025 at 10:09 AM
To: TICE - l0t058a. Logan

KM

Good morning,

I am a former employee of Walmart Store #131 in Mount Pleasant, Texas. Pursuant to 29 C.F.R. § 1904.35(b)(2) and OSHA's interpretation of that rule, I hereby request copies of the establishment's OSHA injury and illness records for the periods identified below.

Records Requested

1. **OSHA Form 300 (Log of Work-Related Injuries and Illnesses):**
    - Calendar years **2020, 2021, 2022, 2023, 2024**, and **2025 year-to-date** (current log as of the date you process this request).
2. **OSHA Form 300A (Annual Summary):**
    - Calendar years **2020, 2021, 2022, 2023, and 2024**. *(I understand the 2025 Form 300A will not exist until after year-end and certification.)*

Format & Delivery: Please provide legible electronic copies (PDF preferred; Excel acceptable) to **.** If you prefer physical copies or on-site inspection, please advise available times and location.

Timing: OSHA requires that employees, former employees, personal representatives, and authorized employee representatives be provided copies of the OSHA **Form 300 and Form 300A by the end of the next business day** after the request. I therefore request delivery **by the end of the next business day** following your receipt of this email. See 29 C.F.R. § 1904.35(b)(2) and OSHA Letter of Interpretation (Nov. 7, 2003).

Names/PII: For Form 300, please **do not remove employee names** except in "privacy concern cases" as defined in 29 C.F.R. § 1904.29(b)(6)–(9).

Costs: OSHA prohibits charging for the first set of copies provided to a requester covered by § 1904.35(b)(2). Accordingly, please provide the requested records at no cost. If additional copies are needed later, I will pay any reasonable retrieval/copying charges as permitted by the regulation.

Retention/update note: These records are required to be maintained for **five years** following the end of the calendar year they cover, and the OSHA 300 Log must be updated during that period as new information is learned. See 29 C.F.R. § 1904.33.

If the records are maintained at a central or corporate location, please forward this request immediately to the appropriate custodian and advise me of the point of contact.

Please confirm receipt and the planned delivery method. If you believe any portion of this request cannot be fulfilled, identify the specific basis and the records being withheld.

Thank you for your prompt attention.

With gratitude,

/s/ Kyle Douglas Moring

Kyle Douglas Moring, M.S., LPC-Associate

Former Asset Protection Investigator – Walmart Store #131

From: **Kyle Moring**
Subject: Courtesy Follow-up: Request for OSHA Forms 300 & 300A — Walmart Store #131
Date: October 21, 2025 at 6:40 AM
To: TICE - l0t058a. Logan
Bcc: Kyle Moring

Good morning,

On October 19, 2025, I requested copies of Walmart Store #131's OSHA Form 300 (2020–2025 YTD) and Form 300A(2020–2024) under 29 C.F.R. § 1904.35(b)(2). Those records were due by the end of the next business day after receipt and are now overdue.

Please provide legible electronic copies (PDF preferred) today by 5:00 p.m. to . For the OSHA 300 Log, do not remove employee names except in "privacy concern cases" per § 1904.29(b)(6)–(9). If any portion is withheld, please identify the specific records and the legal basis.

If these records are held centrally, forward this request to the appropriate custodian and advise me of that contact.

Thank you for your prompt attention.

With gratitude,

/s/ Kyle Douglas Moring

Kyle Douglas Moring

Former Asset Protection Investigator — Walmart Store #131

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From: **Kyle Moring**
Subject: Follow-up: Request for OSHA Forms 300 & 300A — Response Requested Today
Date: October 21, 2025 at 5:51 PM
To: TICE - l0t058a. Logan
Bcc: Kyle Moring

KM

Mr. Tice,

As of 5:49 p.m. today, I have not received the OSHA Form 300 (2020–2025 YTD) and Form 300A (2020–2024) requested under 29 C.F.R. § 1904.35(b)(2). I am documenting that the next-business-day production requirement has not been met.

Please send the PDFs to this email address, , this evening. If the records are maintained centrally, please forward this request to the custodian immediately and copy me on their contact.

With gratitude,

/s/ Kyle Douglas Moring

Kyle Douglas Moring, M.S., LPC-Associate

Former Asset Protection Investigator — Walmart Store #131

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From: Deker, Maayan
Subject: RE: OSHA 300/300A Records Access — Walmart Store #131 (Mt. Pleasant, TX) — Inspection No. 1845692.015 — Time-Sensitive (§1904.35)
Date: October 24, 2025 at 2:11 PM
To: Kyle Moring
Cc: Biddle, Steve , Davis, Tisha

MD

Mr. Moring,

Please see attached the requested log forms.

Thanks and have a good weekend,
Maayan

Maayan Deker
Of Counsel
direct, fax
900 Third Avenue, New York, NY 10022-3298

Littler
Labor & Employment Law Solutions
LOCAL EVERYWHERE

From: Kyle Moring <>
Sent: Friday, October 24, 2025 9:22 AM
To: Deker, Maayan <>
Cc: Fields, Kevin J - OSHA <>; ;
;
Subject: OSHA 300/300A Records Access — Walmart Store #131 (Mt. Pleasant, TX) — Inspection No. 1845692.015 — Time-Sensitive (§1904.35)

Ms. Deker,

As a **former employee** of **Walmart Store #131, 2311 S. Jefferson Avenue, Mount Pleasant, TX**, this is a renewed, time-sensitive request for copies of the establishment's OSHA injury/illness logs under **29 C.F.R. § 1904.35(b)(2)(iii)–(iv)**. Prior requests were sent on **October 19, 20, and 21, 2025**; no logs have been produced.

Given the current federal lapse in appropriations and delayed agency communications, this request is being routed directly through counsel to avoid further delay; Walmart's obligations under § 1904.35 remain in effect.

I. Records requested (Store #131 only)

1. **OSHA 300 Log(s)** for **CY 2020, 2021, 2022, 2023, 2024, and 2025 YTD**; and
2. **OSHA 300A Annual Summary** for the **same years**.

Please note:

- Under **§ 1904.35(b)(2)(iii)–(iv)**, the **300** and **300A** must be provided **by the end of the next business day** upon request from a current or former employee.
- The five-year span aligns with **§ 1904.33** record retention.
- **OSHA 301 forms are not requested** at this time.

If Walmart prefers to limit production strictly to the period of my employment, please produce at a minimum **CY 2021–2025 YTD**.

Delivery: A single PDF per year via secure link or encrypted email is preferred. Same-day door pick-up can be accommodated if electronic transmission is not feasible.

II. Criminal Trespass (CT) issued October 22, 2025

On the morning of **October 22, 2025**, Store Manager **Carrie Mahon** called Mount Pleasant PD and requested a **criminal trespass (CT)** notice be issued to me on-site. When asked for the basis, she declined to provide one, stating only **"You're good, I don't have to respond."** When I noted that I had emailed APOC **Logan Tice** requesting copies of the OSHA 300 logs, she said, **"It has been sent out,"** to which I replied that I had not received them. Ms. Mahon then stated, **"We've been with Legal, that's all I'm gonna say."**
The timing—**two to three business days after the OSHA 300 request and follow-ups**—creates a serious risk of interference/retaliation under **§ 1904.35**, **§ 1904.36/Section 11(c)**, and **29 C.F.R. § 1903.8**.

Requested legal accommodations

- **Rescind** the CT or provide a **written non-enforcement assurance** confirming it will **not** be used to impede OSHA-protected activities (records access; coordination with the Dallas Area Office).
- If any site-access limitation is maintained for non-OSHA purposes, please provide **reasonable alternatives** that fully honor **§ 1904.35** and **§ 1903.8**, such as:
    - scheduled records pick-up at the door;
    - secure electronic transmission; or
    - a designated meeting location off the sales floor.

III. Preservation notice (litigation hold)

- Please **preserve** all materials relating to the OSHA 300 request and the CT, including:
- Emails/Teams/Workday/Zebra chats, **text messages**, and notes among **Carrie Mahon**, **Logan Tice**, market/regional leadership, and Walmart Legal referencing my OSHA records requests, former employee status, or the CT decision;
- **Any communications with MPPD** concerning the CT (including calls, messages, or emails).

I am ready to confer **today** to finalize a production path that complies with **§ 1904.35** and avoids further non-interference concerns. Please confirm receipt and provide the **OSHA 300 and 300A** logs **by the end of the next business day**.

Coordination note: Dallas Area Office is copied for enforcement awareness; the Dallas AO remains the lead on **Inspection No. 1845692.015**.

With gratitude,

/s/ Kyle Douglas Moring

Kyle Douglas Moring, M.S., LPC-Associate

Former Asset Protection Investigator — Walmart Store #131

Designated Representative of Current Walmart Store #131 Employees

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OSHA Forms 4907-1655-4101 1 .pdf

