

Jim wrote the following letter to advocate for his needs:

July 21, 2009

**Mr. Carl McIntosh
Ace Inhibitors
1253 Turtleton Dr.
Ableberry, MN 52856**

Dear Mr. McIntosh:

I've been an employee of Ace Inhibitors for three years. I am writing to ask for help with an important matter. My job changed recently and now I am checking in warehouse inventory as it arrives. Although this is a great job, I have a problem doing it. My left shoulder is painful after I lift these heavy boxes onto the overhead shelving. It would be helpful if I could use the forklift to do this.

I am a good employee and bring a variety of skills to my work in the warehouse. I've been trained to use the forklift. I only should need the forklift for about 2 pallets of boxes per day, but I could also lift other workers' pallets when I'm doing my own.

Two weeks ago I talked with my direct supervisor about this but he has not responded. My physical therapist says that overhead lifting aggravates my past injuries. I am doing some shoulder strengthening exercises to help ease the pain.

I would like to use the forklift to lift and stack boxes on the top shelves in the warehouse. I hope that you grant my request. I will call you in one week to discuss this. Thank you for considering this accommodation.

Sincerely,

Jim Sullivan