

Kelsey Sikkink

From: Lisa Campbell <Lisa@reichelfoods.com>
Sent: Thursday, March 3, 2016 7:20 PM
To: Jeremy Meyer
Cc: Kelsey Sikkink; Lucy Pollitt; Isabel Cardenas; Benn Grenz; Ryan Grzanek; Hugh Fendry; Lori Taylor
Subject: Re: Marwan and Blake

Follow Up Flag: Flag for follow up
Flag Status: Flagged

Thanks Jeremy we will look into this

Sent from my iPhone

On Mar 3, 2016, at 7:16 PM, Jeremy Meyer <jeremy@reichelfoods.com> wrote:

Andrew was building and only heard Marwan say "I'm done" when it was all over with.

Blake's statement

Mohamed told Blake to scan because Marwan was messing up on the orders. Marwan left somewhere so Blake logged in and began to scan. Marwan came back and asked Blake if everything was alright. Blake told Marwan that Mohamed told him to scan because he was messing up the scanning. Marwan took the scanner out of Blake's hand and Marwan told Blake "Jeremy told me to scan". Blake took the scanner out of Marwan's hand and told him that he was going to scan because he was messing up and if he had a problem with that he could go talk to Jeremy. Marwan said "I'm done" and walked away.

Mohamed's statement

Mohamed told Blake to switch with Marwan scanning because Marwan was way behind and had been messing up a lot. Mohamed didn't witness the incident between Blake and Marwan.

Thanks,

Jeremy Meyer
Warehouse Supervisor
Reichel Foods, Inc.
3707 Commercial Dr. SW
Rochester, MN 55902
www.reichelfoods.com

Phone: 507-923-5505

From: Lisa Campbell
Sent: Thursday, March 03, 2016 7:03 PM

To: Jeremy Meyer
Cc: Kelsey Sikkink; Lucy Pollitt; Isabel Cardenas; Benn Grenz; Ryan Grzanek; Hugh Fendry; Lori Taylor
Subject: Re: Marwan and Blake

Thank you

Sent from my iPhone

On Mar 3, 2016, at 6:59 PM, Jeremy Meyer <jeremy@reichelfoods.com> wrote:

Between 5pm and 5:13pm. Couldn't really see much on the camera.

From: Lisa Campbell
Sent: Thursday, March 03, 2016 6:57 PM
To: Kelsey Sikkink
Cc: Jeremy Meyer; Lucy Pollitt; Isabel Cardenas; Benn Grenz; Ryan Grzanek; Hugh Fendry; Lori Taylor
Subject: Re: Marwan and Blake

Yes, let us know about what time and we can look in the morning.

Sent from my iPhone

On Mar 3, 2016, at 6:56 PM, Kelsey Sikkink <Kelsey@corpimgmtgroup.com> wrote:

Thank you Jeremy. When you get Andrew's statement and forward on we will look into.

Around what time did this happen?

Lisa or Lucy,

Could you look at video please?

Thank you,
Kelsey Sikkink
CMG Client Services Manager
507-923-0366

On Mar 3, 2016, at 6:31 PM, Jeremy Meyer <jeremy@reichelfoods.com> wrote:

Marwan just came to me with a problem that just happened. Marwan was scanning and Mohamed told Blake to take over scanning. When Marwan went to put the cross docks and lp on one of the pallets, Blake picked up the scanner and began to scan. When Marwan got back, he let Blake finish scanning the job ticket he had started. Blake put down the scanner and Marwan picked it up to start scanning again. Blake grabbed Marwan's wrist with 1 hand and use his other hand to peel and twist Marwan's fingers from the scanner. Blake then pulled the scanner out of Marwan's hand. Marwan's left pointer finger is sore and he said he feels disrespected.

This is Marwan's statement and I had him fill out and incident and accident report. I will send out another

email after I interview Blake and possibly Andrew if he had witness it.

Thanks,

Jeremy Meyer
Warehouse Supervisor
Reichel Foods, Inc.
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Rochester, MN 55902
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Phone: 507-923-5505

Kelsey Sikkink

From: Benn Grenz <benn@reichelfoods.com>
Sent: Friday, March 4, 2016 5:30 PM
To: Lisa Campbell; Kelsey Sikkink; Jeremy Meyer; Lucy Pollitt; Isabel Cardenas
Cc: Ryan Grzanek; Mike Schumacher
Subject: RE: Marwan and Blake

Importance: High

Follow Up Flag: Flag for follow up

Flag Status: Flagged

I brought Blake into the office to ask about the situation from last night and he asked what he was going to get for it. I asked him if he had taken the scanner out of Marwan's hand and he said; "Yes, after he had taken it out of my hand I took it back out of his hand." He wanted to know if they could get any corrective actions now so he cannot have to worry about it. It did not sound like Blake pried the scanner out of Marwan's hand with any harmful intent when we reinter viewed Blake. We would also reminded him that if there are any questions about what job duties each employee needs to preform we strongly urge them to ask the supervisor immediately.

We brought Marwan into the office when he came in and I told Marwan that I had been made aware of what had happened the previous night and I wanted to follow up. I asked him if he could replay the events of what happened with the scanner and he said that he was scanning and went to go put crossdocks on a pallet and came back and Blake was scanning so he waited for him to put the scanner down and then went to go scan a pallet. Blake then grabbed his wrist with harmful intent and took the scanner from him. Blake told him that Mohamed told him to scan and Marwan then told him that Jeremy told him he was to scan. He said he did not understand why someone would do something like that. He said that he is easily hurt because he is such a tiny person. Marwan then told us that he sees all of the things on the news and if Blake who is a very big guy would do something like that who knows what he could do the next time he could punch or worse. Marwan also said what if he did that to a woman. He then let us know that he feels hurt if anyone touches him and at work even jokingly touch is not accepted. He said that only best friends are allowed to touch. He then told us that he has issues with Mohamed because he thinks he started this with telling Blake to scan because Mohamed is always talking in people's business. He asks them what they are doing, why they are doing and is always asking questions and he needs to worry about just doing his job and not others. Mohamed always wants to be on top of what is going on and keeps asking and telling others about mistakes. Marwan does not feel comfortable at the DC anymore with Blake and Mohamed. He likes Andrew because Andrew doesn't talk much and lets people do their job and only says something if there is a mistake. He also brought up that Savi did not like the way Mohamed was always asking questions about what people are doing, how they are doing and why they are doing it. (Jeremy scheduled Savi off for the day and is going to follow up on Monday.) We told Marwan that it would be a good idea to follow up on Monday with CMG to ensure they know what is going on as the most important thing is that he feels safe at work.

We are going to let Blake know the he needs to ensure that he knows his strength and makes sure that he is not using too much force to hurt anyone. Should we be giving him a warning as we are have two stories of who pulled the scanner out of who's hand the 1st time? Blake agreed that he took it out of Marwan's hand not trying to hurt him but Marwan said that he never pulled it out of anyone's hand just off of the desk.

Jeremy will also be implementing a shift rotation schedule on paper as well as soon as everyone is properly trained.

Please advise on how you would like us to proceed.

Benn Grenz
Warehouse Manager

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Rochester, MN 55902
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Phone: 507-289-7264 | Fax: 507-289-6552

From: Lisa Campbell
Sent: Friday, March 04, 2016 11:51 AM
To: Kelsey Sikkink; Jeremy Meyer; Lucy Pollitt; Isabel Cardenas
Cc: Benn Grenz; Ryan Grzanek
Subject: RE: Marwan and Blake

Thank you

Lisa Campbell
Human Resource Generalist

Reichel Foods, Inc. | 3706 Enterprise Drive SW | Rochester MN, 55902 | Phone: 507.289.7264 | Fax: 507.289.6552 | www.reichelfoods.com

From: Kelsey Sikkink [<mailto:Kelsey@corpmanagementgroup.com>]
Sent: Friday, March 04, 2016 11:41 AM
To: Jeremy Meyer; Lucy Pollitt; Lisa Campbell; Isabel Cardenas
Cc: Benn Grenz; Ryan Grzanek
Subject: RE: Marwan and Blake

Hi

Benn and I met and he is going to talk to Jeremy first before any warnings are issued. At this point, Blake will be getting a warning but we would like to get more information to the story before issuing Marwan a warning. Benn will also be talking to Marwan and Blake regarding the situation and if there is any more information we may need.

Benn or myself will send out an email either tonight or right away Monday morning regarding the meetings and warnings.

Blake and Marwan did not have any more issues last night after this situation happened.

Please let me know if you have any questions!

From: Jeremy Meyer [<mailto:jeremy@reichelfoods.com>]
Sent: Thursday, March 3, 2016 6:32 PM
To: Lucy Pollitt <lucy@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>; Kelsey Sikkink <Kelsey@corpmanagementgroup.com>; Isabel Cardenas <Isabel@reichelfoods.com>
Cc: Benn Grenz <benn@reichelfoods.com>; Ryan Grzanek <ryan@reichelfoods.com>
Subject: Marwan and Blake

Marwan just came to me with a problem that just happened. Marwan was scanning and Mohamed told Blake to take over scanning. When Marwan went to put the cross docks and lp on one of the pallets, Blake picked up the scanner and began to scan. When Marwan got back, he let Blake finish scanning the job ticket he had started. Blake put down the scanner and Marwan picked it up to start scanning again. Blake grabbed Marwan's wrist with 1 hand and use his other

hand to peel and twist Marwan's fingers from the scanner. Blake then pulled the scanner out of Marwan's hand. Marwan's left pointer finger is sore and he said he feels disrespected.

This is Marwan's statement and I had him fill out an incident and accident report. I will send out another email after I interview Blake and possibly Andrew if he had witness it.

Thanks,

Jeremy Meyer
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