



## Kelsey Sikkink

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**From:** Heng Somark <Heng@reichelfoods.com>  
**Sent:** Wednesday, November 23, 2016 7:58 PM  
**To:** Kelsey Sikkink; Lisa Campbell; Mike Schumacher  
**Cc:** Heng Somark; Samarth Chea; Sophearin Cheng  
**Subject:** Chanthy Long & Haweya Ahmed

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At around 6.00pm CHANTHY long come to the office really upset. She said HAWEYA was throw apples at her face. So I ask her to sit down and tell me the whole story.

She said she just told HAWEYA not to keep any bad apples on the guard because it will made to the tray.( that is the process that we implement it we not allow any bad apples to store on the guard)  
Then she throw that bad apples away couple minute after she put the bad apples the same spot again so she tell her you can't put bad apples there then HAWEYA just pick up sliced apples throw at her face.  
I ask her did any one see what happened.  
She said Julia Lolik ( work in front of her and Soknal Reth ( walk pass by).

I bring Julia and ask her did you see what happen between Chanthy Long & Haweya Ahmed.  
She said yes they was argue. And HAWEYA throw apples at CHANTHY face she saw that.

I ask her did CHANTHY said anything to HAWEYA.  
She said CHANTHY just ask her to stop put bad apples on the guard and HAWEYA still do the same thing and CHANTHY just remind her to stop do that HAWEYA get mad and throw apples at her face.

I ask her did CHANTHY use any bad word she said no she talked nicely.

I bring HAWEYA to the office and ask her what was a problem earlier with SAHAL do the translate for her.

She said CHANTHY been give her problem always tell her to go work on the other side and today tell her stop put apples on the guard and tell her to shut up and call her bastard.  
I ask her when did she call you like that she said just before the issue was happened.

I ask her did anyone would hear that. she said she don't know.  
I ask her why she always ask you to work at the other side did you follow the schedule ?

She said she never look the schedule so I told her make sure you look the schedule and follow it maybe that the reason why she ask you to work at the other side.

I ask her did you ever throw apples at her face ?  
She said no she never did that. she swear. I told her we get the witness and we will review the camera as well.

I told her if you did or not later please do not have any physical contact with any employee if you have any issue make sure you report to supervisor.  
She said that she been have a lot of problem with her but she never report because of her English and someone told her not to report about her otherwise she can get you fire.

I told her that not true we threat everyone the same no one have the power to fire any one if they done nothing wrong that include myself. Just make sure you follow all the process and procedure and doing your job you will be fine.  
I told her to go home for now and come back Friday and be nice to each other help each other work as team give respect to each other. I think she just want to let you know what was right or wrong but if they use bad word make sure you let us know so we can look into it. If you have any concern you can contact GMP.

At 7.30pm I talked to SOKNAL ask him did you see what happened between CHANTHY AND HAWEYA  
He said yes KAWEYA was throw apples at CHANTHY face he saw that.

I ask him did CHANTHY used any bad word to HAWEYA he said no the only thing she said is not to put bad apples close  
to the hopper. And HAWEYA get mad and keep argue so he told CHANTHY to report to the office.

KELSEY please look into this.

Thank you

**Somark Heng**  
Production Supervisor

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