

# EMPLOYEE WARNING NOTICE FORM

Employee Name: Kader Sharif Date: 7/15/20

Supervisor Name: Jonny Soth Hire Date: 10/23/17

- Verbal Warning                       Written Warning                       Final Warning  
 Coaching/Counseling Session                       Assignment End                       Termination

## 1. Your behavior/actions have been found unsatisfactory for the following reasons:

- Tardiness                       Insubordination  
 Damaged Equipment                       Failure to Follow Procedure  
 Absenteeism                       Failure to Meet Performance Standards  
 Policy Violation                       Poor Work Quality  
 Falsifying Company Documents                       Other

## 2. Details of Unsatisfactory Behavior/Actions:

7/15/20, at 9pm Kader walked off the line after he was told to stay at till the line is completed and his shift is over.

Kader was talked to by Sam about leaving early and staying till the end of his shift and that he needs to go back to the line.

Kader did not return to the Production line. Kader stayed in the restroom and clocked out and left at 9:55pm.

\*Kader was talked to numerous times about leaving early and the line isn't done. (We was working on this issues and coaching.)

\*Kader behavior hasn't changed and his tendency to disregard Supervisors directive.

\*Kader was spoken too and was instructed to talk to CMG tomorrow before the start of his shift.

\*If Kader's behavior continues, we will have to end his employment.

## 3. Prior Warnings:

Written warning on 5/26/20-Insubordination

4. The following immediate corrective action must be taken by the employee.

Failure to do so will result in further disciplinary action up to and including termination.

If there is no improvement with Kader not returning to the production line until the end of his shift and he leaves without prior approval, it will be considered job abandonment and his assignment will end immediately.

Employee Signature:  Date: 7/15/20

Note: Your signature on this form means that we have discussed the situation(s).

Manager's Signature:  Date: 7/15/2020

## Kelsey Sikkink

---

**From:** Darrius Louwell <Darrius@reichelfoods.com>  
**Sent:** Wednesday, July 15, 2020 12:24 AM  
**To:** Kelsey Sikkink  
**Cc:** Mike Schumacher; Jonny Soth; Samarth Chea; Darrius Louwell; Lisa Campbell  
**Subject:** Kader Sharif

Hi Kelsey,

Today, at 9pm kader walked off the line after he was told to stay at till the line is completed and his shift is over.

Kader was talked to by Sam about leaving early and staying till the end of his shift and that he needs to go back to the line.

Kader did not return to the Production line. Kader stayed in the restroom and clocked out and left at 9:55pm.

\*Kader was talked to numerous times about leaving early and the line isn't done. (We was working on this issues and coaching.)

\*Kader behavior hasn't changed and his tendency to disregard Supervisors directive.

\*Kader was spoken too and was instructed to talk to CMG tomorrow before the start of his shift.

\*If Kader's behavior continues, we will have to end his employment.

\*Please document this in his file.

Thanks,

Darrius  
Production Supervisor