

EMPLOYEE WARNING NOTICE FORM

Employee Name: Aysha Ead Date: 7/16/20

Supervisor Name: Bunthy Douk Hire Date: 4/25/16

- ☐ 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:

Aysha and Asha have been given a warning in the past regarding their personal differences and bringing them to work which has caused conflict and interruption with one another and their expected job duties. This has affected their work performance and time from their work. They both reported that one another said something inappropriate to one another on 7/15/20 in the bathroom with no witness'. Both ladies were spoken to and deny each claim and come up with another claim. They have been spoken to in the past and moved to different shifts to prohibit this behavior. If this behavior continues, they both could be let go from their position at Reichel Foods. Our expectations is for them to avoid one another and not bring their personal issues to the work place and involve others. They will be expected to come to work and perform their job duties and avoid one another during the shift change of Asha leaving from 3rd shift and Aysha coming in for 1st shift.

3. Prior Warnings:

Written warning on 5/2/19.

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.

Employee Signature: [Signature] Date: 7-16-20

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

Manager's Signature: [Signature] Date: 7/16/20

Email from Mike on 7/15 6:45am from Asha H Mohamed

- Asha Mohamed went to Mike's office and stated that Asha Ead was in her face talking about her kids and talking bad about her

Email from Anthony on 7/15 9:35pm regarding Asha/Aysha

- Anthony spoke to Asha Mohamed about the situation and looked on camera from when they were in the locker room together
- Neither of them had said anything to each other in the locker room
 - o Faysal Ali and Ikran Sirat were witnesses
 - o Faysal witnessed both go into the women's restroom but did not hear what was said
- Asha Mohamed told Anthony that there was no witnesses in the restroom but there was a confrontation
- Asha was advised to stay away and have no contact with Aysha

Aysha Ead's statement at the CMG office

- Aysha said she never told Asha H. that she had HIV, she also said she doesn't know how many kids Aysha has or anything about her family
- Aysha stated that she returned to work after being out with COVID and everyone is whispering about her and running away from her saying "oh my God here comes Corona" – She believes that Asha H. is telling people to do that
- Aysha is trying to keep her distance from others because Asha Mohamed is having people gang up on her and make fun of her about her having COVID
- She said it isn't just Asha Mohamed, its others as well but Asha is starting it
- When Aysha got to the line after returning, two employees ran away from her
- She went to report how she was feeling to Bunthy this morning and Bunthy told her she is too sensitive
- Aysha feels upset because she tries to stay quiet, but it is escalating since her return
- Aysha signed the warning presented to her yesterday but she doesn't feel that it is right that she is getting written up when it is Asha Mohamed being mean and bullying her and having others gang up on her

Asha H Mohamed called Kelsey on 7/15/20 in morning

- Asha H. stated she needs help from Aysha Ead
- Aysha E made a statement to Asha H. in the bathroom about Asha H. having AIDS/HIV because she has 3 kids with different fathers
- Aysha E. said "this lady is a bitch"
- Asha H. only replied saying "you have to respect me" then went to Mike to report it
- Asha H. feels threatened by Aysha E. and said she didn't respond in the bathroom other than saying she needed to respect her (Asha H.)