



Reichel Foods, Inc.

Employee Warning Notice

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Employee Information

Date: 9/18/2020
Employee Name: Saidi Farah Yete
Job Title: Sanitation
Manager/Supervisor: Anthony Dahlke

Type of Warning

Verbal Warning
Written Warning
Final Warning

Type of Offense

Tardiness/Leaving Early
Absenteeism
Violation of Company Policies
Substandard Work
Violation of Safety Rules
Rudeness to Customers/Coworkers
Other

Details

Description of Incident (Describe incident and list the date, time, and any witnesses present)

Saidi told Tiberius in the Mv2 room "fuck you" during a confrontation about the job process. Tiberius was telling Saidi to sanitize a guard that fell on the floor when Saidi got upset and said those words to Tiberius. Then at 2:56am in the break room, Saidi and Tiberius had another confrontation and Tiberius pushed Saidi and Saidi said those words again to Tiberius.

Plan for Improvement:

Saidi will not use any profanity or language that is negative towards any co-workers. Saidi will avoid any confrontations with other employees and if he has any issues with communication he will speak with his lead and or supervisors.

Consequences of Further Infractions:

If further infraction occur Saidi will receive progressive disciplinary action which may include up to termination of his position.

Acknowledgement of Receipt of Warning

By signing this form, you confirm that you understand the information in this warning. You also confirm that you and your manager/supervisor have discussed the warning and a plan for improvement. Signing this form does not necessarily indicate that you agree with this warning.

Saidi _____ Date 9/18/20
Employee Signature Date

[Signature] _____ Date 9/18/20
Manager/Supervisor Date

Witness Signature (if employee understands warning but refuses to sign) _____ Date



Reichel Foods, Inc. - North or South

Anthony Dahlke

Reichel Foods, Inc.
Employee Warning Notice

Employee Information

Date: 12/8/2020
Employee Name: Saidi Farah Yete
Job Title: Sanitation
Manager/Supervisor: Anthony Dahlke

Type of Warning	
Verbal Warning	<input type="checkbox"/>
Written Warning	<input checked="" type="checkbox"/>
Final Warning	<input type="checkbox"/>

Type of Offense	
Tardiness/Leaving Early	<input type="checkbox"/>
Absenteeism	<input type="checkbox"/>
Violation of Company Policies	<input checked="" type="checkbox"/>
Substandard Work	<input checked="" type="checkbox"/>
Violation of Safety Rules	<input type="checkbox"/>
Rudeness to Customers/Coworkers	<input type="checkbox"/>
Other	<input type="checkbox"/>

Description of Incident (Describe incident and list the date, time, and any witnesses present)
Saidi has been spoken to several times about standing around in the break room for excessive amounts of time including excessive amounts of time past the allotted break time in the middle of the shift. Tonight between 12:30am and 12:50am, Saidi was in the break room while not on break in violation of the break time policy, eating food by the vending area and not wearing his mask properly in violation of the company mask policy. Then during break time which he started at 2:55am and did not return back to the Tumbler room till 3:50am. During break time it was also noticed that Saidi did not have his mask on again. It has been explained to him that repeated offenses of violating the break time policy and the company policy of wearing masks will result in disciplinary action.

Plan for Improvement:
Saidi will not spend more than the allotted 5 minutes in the break room during required changing times unless he is on his allotted break time which consists of a 30 minute break. The number of change times based on job duties per room but should average to 2 changes maximum per shift excluding person times such as restroom breaks. Saidi will follow the company mask policy at all times while inside the Reichel Foods facilities. These policies have been explained to the entire sanitation team and the majority of the team has no issues following these policies to help accomplish all of sanitations daily goals.

Consequences of Further Infractions:
If further infractions continue to occur, Saidi will receive progressive disciplinary action which may include up to termination of position based on level and number of violation occurrences.

Acknowledgment of Receipt of Warning

By signing this form, you confirm that you understand the information in this warning. You also confirm that you and your manager/supervisor have discussed the warning and a plan for improvement. Signing this form does not necessarily indicate that you agree with this warning.

Employee Signature: *Saidi* Date: 12/9/20
Manager/Supervisor: *Anthony Dahlke* Date: 12/9/20

Witness Signature (if employee understands warning but refuses to sign) _____
Date _____
Trade secret: confidential information exempt from disclosure pursuant to 5 U.S.C. § 552(b)(4).







Reichel Foods, Inc. - North or South

Reichel Foods, Inc.
Employee Warning Notice

Employee Information

Date: 8/20/2020
 Employee Name: Saidi Farah Yete
 Job Title: Sanitation
 Manager/Supervisor: Brian Medes

Type of Warning

Verbal Warning	<input checked="" type="checkbox"/>
Written Warning	<input type="checkbox"/>
Final Warning	<input type="checkbox"/>
Type of Offense	
Tardiness/Leaving Early	<input type="checkbox"/>
Absenteeism	<input type="checkbox"/>
Violation of Company Policies	<input checked="" type="checkbox"/>
Substandard Work	<input type="checkbox"/>
Violation of Safety Rules	<input checked="" type="checkbox"/>
Rudeness to Customers/Coworkers	<input type="checkbox"/>
Other	<input type="checkbox"/>

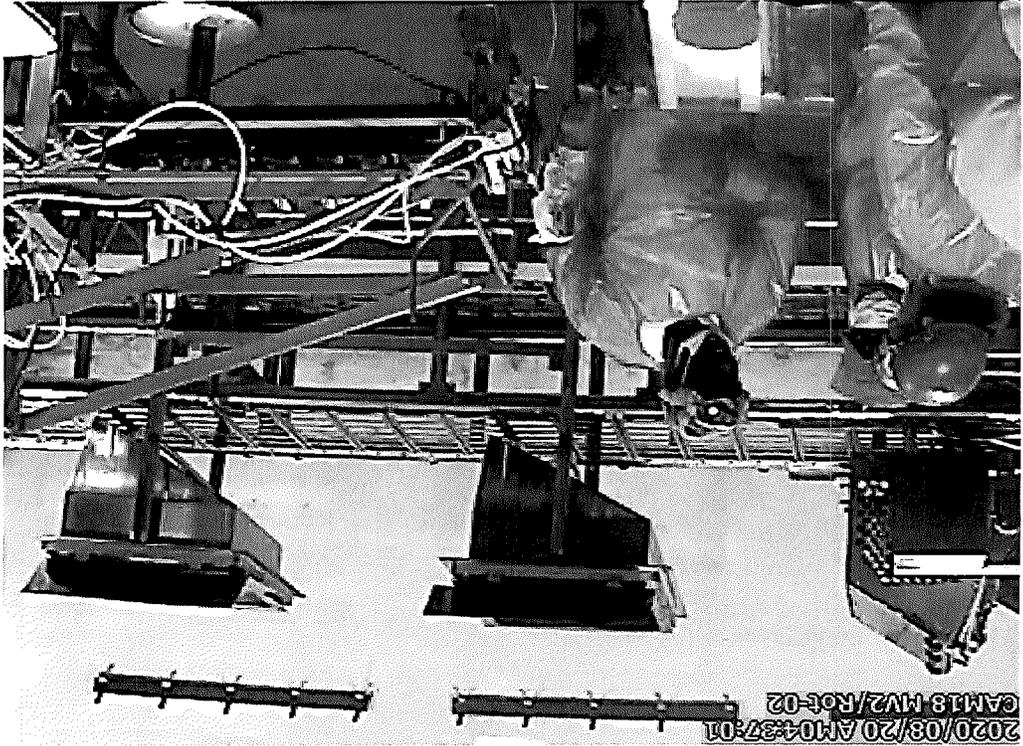
Description of Incident (Describe incident and list the date, time, and any witnesses present)
 At 4:40am today, Saidi was seen not wearing his facemask in the MV2 room during pre-op by the QA techs. A video capture photo is attached to this warning as evidence. At this time, Saidi was also observed not following social distancing guidelines. Saidi was also observed as having a toothpick in his mouth. When Saidi was told by QA to remove the toothpick and put his mask on, he did immediately comply, but also seemed to laugh about it. This was taken as disrespectful by the QA tech.
Plan for Improvement:
 Saidi will follow all company policies and guidelines going forward. He will also comply with all GMP guidelines set forth by Reichel Foods. Further coaching, training and follow up will be conducted.
 Consequences of further infractions:
 If further infractions of the company policies occur, Saidi will receive progressive disciplinary action. This may be up to and including possible termination of his position with Reichel Foods.

Acknowledgement of Receipt of Warning

By signing this form, you confirm that you understand the information in this warning. You also confirm that you and your manager/supervisor have discussed the warning and a plan for improvement. Signing this form does not necessarily indicate that you agree with this warning.

Employee Signature: *Saidi*
 Date: 8/20/2020
 Manager/Supervisor Signature: *[Signature]*
 Date: 8-20-20

Witness Signature (if employee understands warning but refuses to sign) _____
 Date _____





Reichel Foods, Inc. - North or South

Reichel Foods, Inc. Employee Warning Notice

Down 2/3/2020

Employee Information	
Date:	7/30/2020
Employee Name:	Saidi Farah Yete
Job Title:	Sanitation
Manager/Supervisor:	Anthony Dahlke
Type of Warning	
Verbal Warning	<input checked="" type="checkbox"/>
Written Warning	<input type="checkbox"/>
Final Warning	<input type="checkbox"/>
Type of Offense	
Tardiness/Leaving Early	<input type="checkbox"/>
Absenteeism	<input type="checkbox"/>
Violation of Company Policies	<input type="checkbox"/>
Substandard Work	<input type="checkbox"/>
Violation of Safety Rules	<input type="checkbox"/>
Rudeness to Customers/Coworkers	<input type="checkbox"/>
Other	<input checked="" type="checkbox"/>

Description of Incident (Describe incident and list the date, time, and any witnesses present)

Saidi was working on the Tank #2 and #3 area on Wednesday 7/29/2020, and while removing the screen for Tank #3 recirculating tank, he pulled on the hose coming out of the control box for the Calcium Ascorbate pump/tank. Melbourne the lead of the Slicing room asked Saidi if he had damaged the box or knew about it, and Saidi told him he did not do it. After looking at the camera and investigating, it was seen that Saidi had damaged the box while trying to remove the screen from the tank for cleaning. Saidi is being given a Verbal Warning for damaging equipment and not reporting it right away so that it can be fixed.

Plan for Improvement:

Anytime equipment is damaged, all employees are to report it right away to the leads and Supervisor. Training will be conducted with Saidi on how to removed the screens from the tanks without causing damage to hoses or equipment and to do so safely. Follow up on training will be conducted to make sure all processes are being followed daily.

Consequences of Further Infractions:

If further infractions occur, further disciplinary action will be given to include up to termination depending on the seriousness of the re-occurrence.

Acknowledgement of Receipt of Warning

By signing this form, you confirm that you understand the information in this warning. You also confirm that you and your manager/supervisor have discussed the warning and a plan for improvement. Signing this form does not necessarily indicate that you agree with this warning.

Employee Signature	<i>Saidi</i>	Date	7/30/20
Manager/Supervisor	<i>[Signature]</i>	Date	7/30/20
Witness Signature (if employee understands warning but refuses to sign)	<i>[Signature]</i>	Date	7-30-20

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