

EMPLOYEE WARNING NOTICE FORM



Employee Name: Saidi Farah Yete

Date: 12/20/21

Supervisor Name: Ali Rage

Hire Date: 5/18/20

- | | | |
|--|--|---|
| <input type="checkbox"/> Verbal Warning | <input type="checkbox"/> Written Warning | <input checked="" type="checkbox"/> Final Warning |
| <input type="checkbox"/> Coaching/Counseling Session | <input type="checkbox"/> Assignment End | <input type="checkbox"/> Termination |

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

- | | |
|---|--|
| <input type="checkbox"/> Tardiness | <input checked="" type="checkbox"/> Insubordination |
| <input type="checkbox"/> Damaged Equipment | <input type="checkbox"/> Failure to Follow Procedure |
| <input type="checkbox"/> Absenteeism | <input type="checkbox"/> Failure to Meet Performance Standards |
| <input type="checkbox"/> Policy Violation | <input type="checkbox"/> Poor Work Quality |
| <input type="checkbox"/> Falsifying Company Documents | <input type="checkbox"/> Other |

2. Details of Unsatisfactory Behavior/Actions:

On the night of 12/16/21, Saidi was sitting in the break room without notifying his supervisor. The supervisor spoke to Saidi and he Saidi stated he job was too hard. The supervisor tried to explain to Saidi that if he was not taking unexcused breaks, his work would not be piling up and Saidi would be able to keep up. The supervisor noticed later that the warehouse trash was piling up. Saidi was no where to be found and it was confirmed he left with our notifying anyone. Saidi has been spoken to in the past regarding taking unexcused breaks as well as trying to have other employees retaliate against the supervisor's as far as comparing wages, telling new employees not to listen to their supervisors and telling new employees there is bacon in the bacon ranch dip.

3. Prior Warnings:

- 5/20/21-Final for Insubordination
- 7/12/21-Verbal for unexcused break
- 1/21/21, 9/31/21-Failing to follow GMP's
- 12/28/20-Written for Substandard work
- 9/18/20-Written for Rudeness to co-worker
- 12/20/21, 11/18/21, 11/5/21, 10/21/21-Verbal for rudeness to co-workers

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

Any more occurrences, assignment will end

Employee Signature: [Signature] Date: [Signature]

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

Manager's Signature: [Signature] Date: 12/20/21

Kelsey Sikkink

From: Erik Queen <equen@reichelfoods.com>
Sent: Friday, December 17, 2021 12:03 AM
To: Kelsey Sikkink; Lisa Campbell; Mike Schumacher; Ali Rage
Subject: Saidi Farah

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

So tonight I talked with Saidi about not sitting in the break room for long periods of time he complained about the work being hard, I explained that the work was only hard because he let it build up and tried doing it at one time so I said that with only one line running tomorrow I did not need him and had him scheduled off because I felt that he wasn't putting effort into the job. After that conversation a little later I went looking for him because the warehouse trash was piling up and found out that he had left. After this incident I don't feel like that we need him on second shift thanks

Erik

*Refused to sign warning.
Stated supervisor never came and
said anything to him*

Kelsey Sikkink

From: Mike Schumacher <mikes@reichelfoods.com>
Sent: Friday, December 17, 2021 5:57 AM
To: Erik Queen; Kelsey Sikkink; Lisa Campbell; Ali Rage
Cc: Mike Schumacher
Subject: RE: Saidi Farah

Importance: High

Kelsey,
Please talk to Saidi and if his behavior doesn't change, we will not need him in the future.
Thanks

Mike Schumacher
Operations Manager
Reichel Foods, Inc.
Ph. 507-289-7264 Ext. 253
Fax 507-289-6552
mikes@reichelfoods.com

From: Erik Queen <equen@reichelfoods.com>
Sent: Thursday, December 16, 2021 8:17 PM
To: Mike Schumacher <mikes@reichelfoods.com>; Kelsey Sikkink <Kelsey@corpmgmtgroup.com>; Lisa Campbell <Lisa@reichelfoods.com>; Ali Rage <arage@reichelfoods.com>
Subject: Saidi Farah

Saidi Farah causing numerous issue with people on second shift as in, discussing his wages with other employees, telling new employees that the pickles and bacon flavored ranch has pork, stays in the break room for extended amounts of time and tells other employees not to listen to the leads when the leads have asked the people to do things

Dates of incidents are

12/20/21
11/18/21
11/5/21
10/21/21