

EMPLOYEE WARNING NOTICE FORM

Employee Name: Male Ly Date: 6/3/20

Supervisor Name: Kendra Lunt Hire Date: 7/26/19

- 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:

3. Prior Warnings:

On 6/3/20, it was brought to upper managements attention a picture posted on social media by Male Ly of confidential documents. This is not acceptable and these documents should not be shared outside of the company.

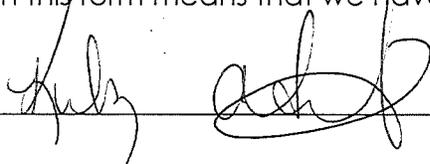
4. The following immediate corrective action must be taken by the employee.

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

If this happens again, Male Ly's assignment will end.

Employee Signature:  Date: 06.03.20

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

Manager's Signature:  Date: 6/3/2020

Kelsey Sikkink

From: Lisa Campbell <Lisa@reichelfoods.com>
Sent: Wednesday, June 3, 2020 9:21 AM
To: James Littlefield; Kelsey Sikkink
Cc: Kendra Lunt; Mike Schumacher; Bunthy Douk
Subject: RE:

Kelsey please speak to Male and give him a written warning,

These documents are confidential and should not be shared outside of the company. Please ask him to take down the post as well.

Lisa Campbell

Human Resources Manager
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Reichel Foods, Inc. | 3706 Enterprise Drive SW | Rochester MN, 55902 | Phone: 507.289.7264 | Fax: 507.289.6552 | www.reichelfoods.com

From: James Littlefield <James@reichelfoods.com>
Sent: Wednesday, June 03, 2020 9:10 AM
To: Lisa Campbell <Lisa@reichelfoods.com>; Kelsey Sikkink <Kelsey@corpmgmtgroup.com>
Cc: Kendra Lunt <Kendra@reichelfoods.com>
Subject: RE:

Yes.

From: Lisa Campbell
Sent: Wednesday, June 03, 2020 8:53 AM
To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>; James Littlefield <James@reichelfoods.com>
Cc: Kendra Lunt <Kendra@reichelfoods.com>
Subject: FW:

Jim-is this posting from Male Ly?

Lisa Campbell

Human Resources Manager
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From: Tom Wiechmann <Tom@reichelfoods.com>
Sent: Wednesday, June 03, 2020 8:50 AM
To: Lisa Campbell <Lisa@reichelfoods.com>
Subject: FW:

Jim was looking for you. Asked what he wanted he said he didn't know who to talk to about this. Someone saw this document on Facebook.

Tom Wiechmann – CFO
Reichel Foods, Inc.

From: James Littlefield <nekokiyote@gmail.com>

Sent: Wednesday, June 3, 2020 8:42 AM

To: Tom Wiechmann <Tom@reichelfoods.com>

Subject:

