



SCANNED

5/12/16

Reichel Foods, Inc.

Employee Warning Notice

Employee Information

Date: 5/11/2016
 Employee Name: Cristian Mejia
 Job Title: Slicing Room
 Manager/Supervisor: Sotha Oul

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)

On 05/11/2016 at around 1:45 pm Cristian was not soaking the apples for the 2nd PA soak long enough (less than 30 seconds), The correct way to soak apples in the 2nd PA step is 2 mins. The offense was observed on camera by Mike S and continues to happen for over 20 minutes.

Plan for Improvement:

Make sure 2nd PA soak is at least 2 min. before removing from tub, anything less than that is not acceptable. It is very important that this critical control point is followed each time.

Consequences of Further Infractions:

If this continues to happen, there will be a written warning for this offense and further disciplinary action will happen including loss of wages due to suspension or loss of employment depending on the severity of the future offense.

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.

* Cristian Mejia 05/11/16
 Employee Signature Date
Sotha Oul 05/11/16
 Manager/Supervisor Date

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

ofms
5-12-16



Reichel Foods, Inc.

Employee Warning Notice

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Employee Information

Date: 2/25/2020
Employee Name: Cristian Mejia
Job Title: Plant Warehouse
Manager/Supervisor: Benn Grenz/Ryan Grzanek/Tyler Whitlock

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)
On 02/25/20 the driver/spotter were notified the plant did not have yogurt dip to start the multivac line. Warehouse did not notify anyone of this until 5:50am leaving no time to get it for startup. The same timeline was given on the last incident where the plant was missing an item for startup on 01/27/20.

Plan for Improvement:

The first person in the warehouse is responsible to check the previous plan Vs. WOW to verify if any items are not at the plant so it can be relayed to the lead/spotter or driver to react and get them from the proper locations.

Consequences of Further Infractions:

Consequences of Further Infractions include further corrective actions.

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.

Cristian Mejia 2/25/2020
Employee Signature Date
Benn Grenz 2/25/20
Manager/Supervisor Date

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