

CORPORATE MANAGEMENT GROUP

Employment Application

Office Hours: 9am-4pm Mon-Thur, 9am-3pm Fri

Office Number: 507-923-4955

Office Address: 3707 Commercial Dr. SW Rochester, MN 55902



Applicant Information

(APPLICANTS MAY BE TESTED FOR ILLEGAL DRUGS AND A BACKGROUND CHECK WILL BE COMPLETED)

Please fully complete pages 1-3

Full Name: (Last Name, First Name) Abukar, Mahad Date: 14/10/2020
 Address: (Street Address) 835 40th St NW (Apt. /Unit #) 213
 (City) Rochester (State) MN (ZIP Code) 55901
 Phone: (507) 271-4264 Email: info.mahadsc@gmail.com
 Social Security No. ~~567~~-50-1966 Date Available: anytime
 Position Applied for: 705 Desired Salary: open 1st south
 Shift Available to work: 1st 2nd 3rd Employment desired: Full-Time Part-Time
 Are you authorized to work in the U.S.? Yes No
 How did you hear about us? Friend Referral Name: faisal
 If under 18, please list age: _____

Do you have responsibilities or commitments that will prevent you from meeting specified work schedules? No Yes

Education				
Type of School	Name of School	Location (Complete Mailing Address)	Number of Years Completed	Major & Degree
High School	Hamar	Mogadisho	4 year	high school diploma
College	University of Arizona	Tucson, Arizona	4 year	Bachelor
Bus. Or Trade School				
Professional School				

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Previous Employment

Company: SINAV School Phone: _____
Address: Ankara, Turkey Supervisor: ISRAFIL
Job Title: ~~ASSISTANT~~ Assistant Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for reference? Yes No

Company: Rocher public school Phone: _____

Address: Roc Supervisor: _____

Job Title: Substitute teacher Starting Salary: \$ NA Ending Salary: \$ NA

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for reference? Yes No

Company: TUCSON unified school Phone: _____

Address: _____ Supervisor: _____

Job Title: substitute Teacher Starting Salary: \$ ~~NA~~ Ending Salary: \$ 70

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for reference? Yes No

Company: _____ Phone: _____

Address: _____ Supervisor: _____

Job Title: _____ Starting Salary: \$ _____ Ending Salary: \$ _____

Responsibilities: _____

From: _____ To: _____ Reason for Leaving: _____

May we contact your previous supervisor for reference? Yes No

I certify that my answers are true and complete to the best of my knowledge.
If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.

Signature: _____ Date: _____

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PLEASE READ CAREFULLY APPLICATION FORM WAIVER

In exchange for the consideration of my job application by Corporate Management Group, Inc.,

I agree that:

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements and the like as they may exist from time to time, or other company practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of Corporate Management Group, Inc. (CMG), or otherwise to change in any respect the employment-at-will relationship between it and the undersigned, and that relationship cannot be altered except by a written instrument signed by an officer of CMG. Both the undersigned and CMG may end the employment relationship at any time, without specified notice or reason. If employed, I understand that CMG may unilaterally change or revise their benefits, policies and procedures and such changes may include reduction in benefits.

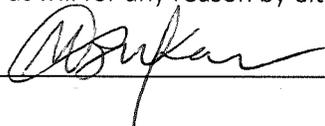
I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts will result in my disqualification from consideration for employment or, if discovered after I begin employment, will result in my termination. I hereby give CMG permission to contact schools, all previous employers (unless otherwise indicated), references and others and hereby release CMG from any liability as a result of such contact.

I understand that a comprehensive background check may be conducted to determine my eligibility for hire by CMG. This may include but is not limited to, investigations of criminal and/or conviction records, driving records and/or a drug screen test as required by clients, government regulations or by CMG policies.

I release CMG and other persons or entities from any claims that might be based on CMG's decision to conduct a background check.

I understand that, in connection with the routine processing of your employment application, CMG may request from a consumer reporting agency an investigative consumer report including information as to my credit records, character, general reputation, personal characteristics and mode of living. Upon written request from me, CMG will provide me with additional information concerning the nature and scope of any such report requested by it, as required by the Fair Credit Reporting Act.

I further understand that my employment with CMG shall be probationary for a period of ninety (90) days and further that at any time during the probationary period or thereafter, my employment relationship with CMG is terminable at will for any reason by either party.

Signature of applicant  Date: 10/14/2020





Case Verification Number: 2020288160916KC

Report prepared: 10/14/2020

Company Information

Company ID: 1284996

Company Name: ESSG - Corporate Management Group

Client Company ID: 1284996

Client Company Name: ESSG - Corporate Management Group

Employee Information

Name: Mahad Abukar

Date of Birth: 05/23/1979

U.S. Social Security Number: ***-**-1966

Employee's First Day of Employment: 10/14/2020

Citizenship Status: U.S. Citizen

Document Information

List A Document: U.S. Passport or Passport Card

Document Number: 574201429

Expiration Date: 03/05/2028

Case Information

Case Status: Closed

Case Submitted By: Diana Elton

Current Case Result: Employment Authorized

Reason for Closure: Employment Authorized Auto Close



Mahad Abukar

Hire Date-10/15/2020

Hired for 1st South at \$11.00.

Transfer request to move from 1st to 2nd due to personal transportation issue.

Approved transfer effective 11/2/20.

12/17/20- Mahad was leaving the production room and home before his sanitation job was completed. He was spoken to by supervisor and Mahad stated that he was tired and his head hurts. The supervisors understood but wanted him to help finish up and then he could leave. He left without finishing his job and went home. Due to Mahad leaving, 5 other employees were pulled off the line to help clean the area. This caused delay in production as 2nd South is short staffed and with Mahad leaving, employees had to be pulled off of the line to clean up the garbage.

Mahad was spoken to and made aware that if he continues to abandon his job duties, he will be demoted to production with a pay decrease.

1/8/21-At the end of production, Mahad came up to the supervisor, Darrius and brought up the concern that it was difficult for Mahad to clean the MV2 room by himself at the end of the night. Darrius was going to respond when Mahad cut him off and told Darrius that when Mahad is talking to him, Darrius should be looking at him in his eyes. He accused Darrius of being disrespectful and Mahad always shows all 3 supervisors respect. Darrius told Mahad that he should not speak to him like that again and sent him home for the night. Darrius felt very disrespected as a supervisor and did not get the opportunity to fix Mahad's issue. At that point the supervisors wanted to end his assignment but after discussion with them, they agreed to show good faith and move Mahad out of the sanitizing area.

I called Mahad on 1/11/21 to come sign his warning, and pay decrease but he did not come in. The supervisor's let him know to come to CMG on Wednesday before his shift.

1/12/21- Mahad reported to work and was notified to come to the CMG office on Wednesday before his shift to speak to me. Then he was asked to help label boxes on Orics 6 by the lead. (the case labeler was not working at that time). He told the line lead that that is not his job and he will only palletize. The supervisor was walking through the room taking attendance and reminded Mahad to keep busy and please help label. He told the supervisor that he quit and started to take off his PPE's and got ready to leave. The supervisor asked him to come to the supervisor office to discuss and Mahad told him that "I'm no longer your employee, why do I have to listen to you?" The supervisor asked him one more time to come talk and Mahad said, "What? Are you going to beat me?". He came to the office finally and started to shout "I'm no longer your employee. Why do I have to listen to you? I respect you but you have to show me respect when you talk to me."

After the comments he said, the supervisor told him that he could leave and was escorted to the front door by Darrius.

He came to the CMG office and spoke to Diana (I was in my office). He told Diana that he walked off the line and will not be returning to work because he was frustrated with his supervisors. He was mad because they wanted to demote him due to the prior issues.



1/19/21-My documentation to Reichel Foods after Mahad came to the office Mahad Abukar came to the office today to make an official complaint regarding him being emotionally and physically harmed in the work place by Darrius and Channa. I have asked him to write down his concerns with dates and times. He will be doing this and bringing back tomorrow.

He has stated that due to the alleged abuse, he was traumatized for three days and could not leave his house.

I told him to submit his allegations in writing and I would bring to your attention. He said he wants this resolved (not sure what resolution he is looking for).

I will be getting all my documentation ready and contacting ESSG so they know what is going on. Mahad made a comment that if this is not resolved, he will be getting a lawyer involved.

I have all the documentation printed and will be presenting to ESSG so I have backup for this. I specifically asked Mahad to write down dates and times so maybe we could look at cameras.

I didn't include the supervisor's and thought I would just give you two a heads up.

I will keep you posted when he returns with his documentation and we can go from there. Just wanted to keep you in the loop.

1/21/21-Mahad brought in his statement at 3:55pm (office closes at 4pm) and dropped off at front desk then left. (See attached)

1/22/21-I called Mahad on the phone (he was very rude and demanding and bring up scenarios if I was beat or raped by a man what would I do. I re-directed and let him know that we are not discussing my personal decisions but his allegations). The remaining of statement-

I spoke to Mahad and he stated that the resolution he is looking for is a written acknowledgement stating he was physical abused. He also said he did not resign(he told Diana he resigned and I witnessed it) but that he ran away from the abuse.

He said a lady was beating him and the supervisor forced him to work with her. Then the supervisor started to beat him.

Stated he didn't resign but had to run away and then said "Of course I resigned, I was overwhelmed."

He did not report on Jan 7th because he thought it was just an accident but then it happened again on Jan 8th. He did not report it because he didn't want to lose his job.

As far as the other allegations in his documentation, he won't talk about until the physical abuse situation is handled.

1/22/21-I reached out to Reichel Foods and they are looking on the cameras.

1/25/21-Update from Reichel Foods-We are in the process of getting statement and gathering video for the time periods Mahad indicated, but it is very hard to find something that didn't happen.

Sam, Darrius, & Jonny do have some video and there is not much that agrees with Mahad's statements.



I also asked for the video of Darrius escorting Mahad out of the facility on 1/12/21 and the video of him coming to CMG to resign.

1/25/21-forwarded to Tim M and Jessica W at ESSG.

1/28/21-reviewed all footage regarding Mahad's allegations. Did not find any evidence to support. Waiting on RF approval to forward videos to ESSG.

1/29/21-Received a call from Mahad-He did call me on Friday and stated he wanted results asap and a letter stating we are taking responsibility for what happened to him. He is very distraut and feels very violated in regards what happened to his body. He stated he was violated, angry, not happy and wants resolution asap. He said people are pushing him to go to the Dept of Labor and the State of Mn but as long as we acknowledge his allegations are true, he won't make a big deal about it.

2/1/21-Emailed Tim at ESSG regarding no findings-Hi Tim,

After reviewing the video footage that Mahad put in his documentation, we have found no evidence of his allegations. He did call me on Friday and stated he wanted results asap and a letter stating we are taking responsibility for what happened to him. He is very distraut and feels very violated in regards what happened to his body. He stated he was violated, angry, not happy and wants resolution asap. He said people are pushing him to go to the Dept of Labor and the State of Mn but as long as we acknowledge his allegations are true, he won't make a big deal about it.

I can not find any evidence that supports his allegations. I have viewed the footage as well as the supervisors and upper management at Reichel Foods.

He wants to come to the office and meet with me. He gave me an ultimatum as far as if I give him the acknowledgement, he will continue in detail with his other allegations.

How do I proceed on this one? I don't want to say the wrong thing to him. He doesn't want to hear anything I have to say and was mad that the investigation regarding his allegations was taking so long. He said that it shouldn't take a day, a week, or a year. It should be done now.

Just let me know please.

Tim stated to try and contact Mahad to come to office and let him know there were no finding.

I called Mahad at 2:50 and left a vm for him to return my call before 4pm on 2/1/21 or after 9am on 2/2/21. (VM recorded).

2/2/21-As of 3:30pm, Mahad has not contacted me at the CMG office or by my cell phone. I have documented all in his file and will put my findings in his personal file.



my name is Mahad Abukar. I worked second Shift at Reichel Foods South plant. I am writing this letter to complain work related abuse which I was physically and emotionally harmed. however, in this letter I will focus on only the physical harm. I was four times physically harmed by employee, a lead and a supervisor.

January 7th, while I was doing a sanitation work, I was physically attacked and abused by an employee who I don't know her name. She used company provided water pressure and aimed the water pressure towards me. I demanded her to stop but she kept aiming it on. you can watch this incident on camera at around 11:30 pm and 12:46 am.

January the 8th, I was physically attacked by the lead whose name is Jenna (I am not sure if that is the spelling) physically attacks me with whips me. you can see this on camera around 3:30 pm and 7:00 pm.

January the 8th, Same day, I was physical abused by the supervisor, Darish (I am not sure if it is spelled like this). He harshly ran towards me and stood on my foot with a force, I felt immediate pain and yelled at him but he ignored me. I can be seen calling him and following him to the other side of the room to demanding why he physically attacked me. you can watch this incident on the camera between 5:30 pm and 9:30 pm.

On January 11th again my lead tired to whip me again which I demand her to stop doing it. in this incident I can not recall the timing but it is this day for sure.

On January 12, , at around between 2:45 and 3:30 ,she tried to attack me which I run demand to stop and I leave near her to be safe. but she demands that I come there and do work near her. when I resist, you watch the camera that she flirts with the lead supervisor Sam and she tells him something. he comes to me and yells at me and demands that I should listened to her and follow her orders. I told him that she was abusing me instead of addressing my safety concerns he ignored and gave me an order to listen her and do my job. that is when I felt completely helpless and felt unsafe. And that is when I run a way, latterly for the sack of my life. but the supervisor did not stop there he runs after me {all on camera and yells at me and forces me to go to his office which I was so scared and orders to be doors closed while I am still in the facility.

As a result of this physical, emotional and psychological abuse, not only I lost my job but I was traumatized up-to this day.

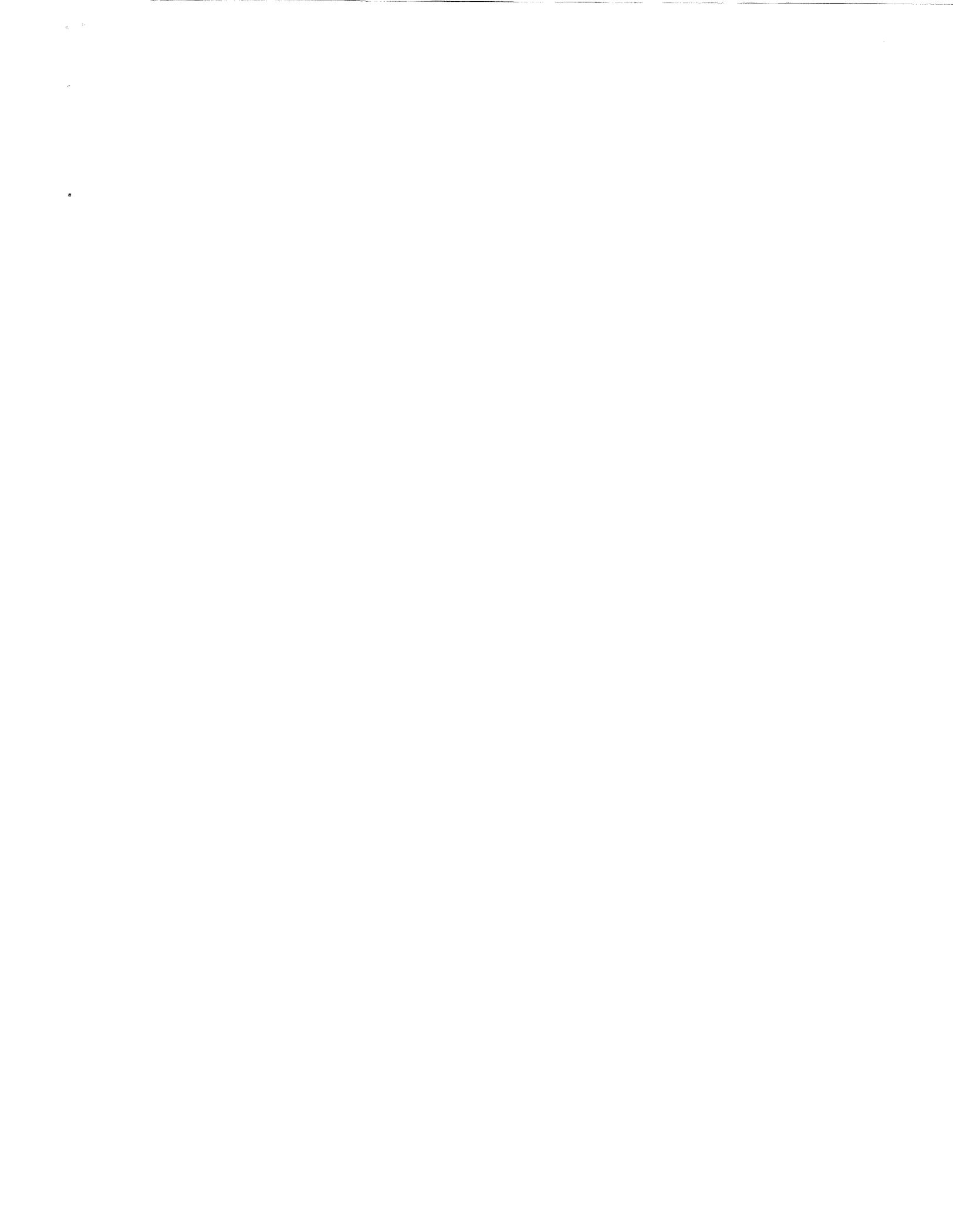
I am writing this letter to inform you and to carry an investigation. I am writing this letter to warn you that such incident would not happened to anyone else. I am writing this letter to seek justice for my lost health, lost dignity and lost job and income.

[[[there are other violations that I have witnessed that include: sexual harassment, sanitation violation and poisoning, employee rights violation and racial discrimination. however this would be a different time the i will share with you]]

Please be sensitive and pay attention to my complaints and resolve this issue in a civilized manner. if not I know how to the system works and I will not stop until I receive justice in the courts.



21/01/2024



Around 3:05pm to 3:15pm Sam came to the Supervisor office telling me listed above is accurate and true. About an employee (Mahad) and how he refused to help out on the line, label boxes, and was instructed to follow the leads instructions. He (Mahad) said he quits. Sam told me "he asked Mahad to come to the office to discuss about the incident that happened on the production floor.

Mahad came to the office and stood in the doorway as another employee (Visna) was trying to leave so we can talk in private. Mahad was asked by Sam to come into the and sit down so we all can talk.

*Mahad- "why, do I need to come into the office. I'm no longer your employee."

*Sam- "I understand that you have decided to quit, but I want to know why and if there's anything we can fix or make better, can you please come in and take a seat."

*Mahad- "Why, are you forcing to come to the office so you can beat me?"

*Me (Darrius)- I said okay, Mahad you can go home now.

*Mahad, then proceed into the office and took a seat. Telling Sam and I about how he respects all 3 supervisors and that he feels he's being disrespected and unfair by the leads and all 3 supervisors.

*Sam asked how are you being mistreated differently from all employees?

*Mahad said that the lady lead is making him do more work when his job is just to palletize and nothing else.

*Sam explained to Mahad that the position of a palletizer is case labeling, verifying, and palletizing. When we out there on the production floor we work together and listen to our leads.

*Mahad stated if he has to listen to the lady lead then he quits. He stood up and proceeded out the door, saying we mistreat him, and we emotionally abuse him. (Mahad was escorted out of the building by me (Darrius).

*I, Darrius is writing this statement and contest that all statements



1-26-21



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1-26-21



Kelsey Sikkink

From: Lisa Campbell <Lisa@reichelfoods.com>
Sent: Tuesday, January 26, 2021 12:07 PM
To: Kelsey Sikkink
Subject: FW: Mahad

Lisa Campbell

Human Resources Manager
.....

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

From: Mike Schumacher <mikes@reichelfoods.com>
Sent: Tuesday, January 26, 2021 12:05 PM
To: Lisa Campbell <Lisa@reichelfoods.com>
Cc: Mike Schumacher <mikes@reichelfoods.com>
Subject: FW: Mahad

fyi

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

Mike this is Jonny statement on the incident that happen 1.12.21

From: Jonny Soth <JonnySoth@reichelfoods.com>

Around 2:45pm, I saw Sam and Channa have some discussions that was work related. And Sam went to follow up with Mahad A. on Orics 6.

Shortly after, Sam would ask to Mahad A. to speak more on the subject in the office.

Thank you,

Jonny Vorn Soth
Production Supervisor
.....

Reichel Foods, Inc. | [3706 Enterprise Drive SW](http://3706EnterpriseDriveSW.com) | Rochester MN, 55902 | Phone: [507.289.7264](tel:507.289.7264) | Fax: [507.289.6552](tel:507.289.6552) | www.reichelfoods.com

Tues, January 12th, 2021,

Mahad Abukar was asked to help Label boxes on Orics 6 by the Line Lead Channa Mak (we don't have a working case labeler at the time.)

Mahad was asked to help Label boxes during downtime

He stated to her that this is not his job and he will palletize only.

Around 3:10 PM,

as I was walking through the MV1/Orics 6 room taking attendance and coordinating with Line Leads, I reminded Mahad to keep himself busy by helping label cases when he has time.

He responded by saying he was told to palletize by me and that is what he will only do, I clarify with him that as a palletizer on Orics 6, that they push the boxes through the taper and palletize, during any downtime everyone works together to get caught up on labeling and folding boxes.

He stated that Channa Mak was abusing him by asking him to help label the boxes.

I reiterated to him that it is in her right as a lead to assign and ask him for help on labeling boxes if the line is down to keep busy and not stand around and watch others work while he does nothing during that time frame. After that he stated he voluntarily quit and gets ready to take off his PPE and leave the room.

I told him that we would like to speak with him in the office about the situation prior to him leaving the MV1/Orics 6 room. He said, "I'm no longer your employee, why do I have to listen to you?"

Darrius was in the Supervisors office speaking with Visna (MV2 MO) during that time when I asked to speak with him about what happened on the line.

I asked him one more time that we would like to speak with him, and he said as he was entering the Supervisors office "What? Are you going to beat me?"

(Darrius was present in the office with Visna and me)

Mahad went into the office and sat down then he raised his voice "I'm no Longer your employee, why do I have to listen to you?" and "I respect you, but you have to show me respect when you talk me"

After those comments and him raising his voice,

Mahad was spoken to in the same tone as everyone else, he demands respect from everyone even though he does not in return, to defuse the situation and not let it escalate any further, we told him conversion is over he can go home and Darrius escorted him out of the building.



Sam Chea

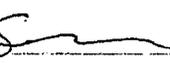
Production Supervisor

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| www.reichelfoods.com



On Jan-12, 2021
around 3:12 PM I was sitting in the
Supervisors office talking to Darius when
I saw Supervisor Sam come into the office
and then I saw ~~Maed~~ Michael came behind
by the door.

I heard Sam ask the guy to come in the
office and sit down and Michael told
Sam that he does not want to sit down
and he also said to Sam that he is no
longer his employee and Sam ask him
again come sit down please. Then he come
in the office and sit down and I left.

UISNA SAM
UISNAK 

Mahad Abukar

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Transfer request to move from 1st to 2nd due to personal transportation issue.

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He said a lady was beating him and the supervisor forced him to work with her. Then the supervisor started to beat him.

Stated he didn't resign but had to run away and then said "Of course I resigned, I was overwhelmed."

He did not report on Jan 7th because he thought it was just an accident but then it happened again on Jan 8th. He did not report it because he didn't want to lose his job.

As far as the other allegations in his documentation, he won't talk about until the physical abuse situation is handled.

1/22/21-I reached out to Reichel Foods and they are looking on the cameras.

1/25/21-Update from Reichel Foods-We are in the process of getting statement and gathering video for the time periods Mahad indicated, but it is very hard to find something that didn't happen.

Sam, Darrius, & Jonny do have some video and there is not much that agrees with Mahad's statements.



I also asked for the video of Darrius escorting Mahad out of the facility on 1/12/21 and the video of him coming to CMG to resign.

1/25/21-forwarded to Tim M and Jessica W at ESSG.



To whom it may concern.

I, Diana Elton (Administrative Assistant at CMG), would like to let you know that I helped Mahad Abukar on Tuesday January 12th when he left work. He came into the CMG office to verbally resign his position with us at Reichel Foods.

He stated to me that he walked off the line and will not be returning to work because he was frustrated with work and his supervisors because they wanted to demote him due to not being able to perform the job expectations.

I listened to his concerns, and he left.

Please let me know if you have any other questions.

Thank you,

Diana Elton _

A handwritten signature in black ink, appearing to read "Diana Elton", written in a cursive style.

1/22/2021



Ordered by: Name

REICHEL FOODS - New

Monday 01/18/2021

Date range: 01/11/2021 - 01/17/2021

TIME CARD REPORT

9:46a

Page: 1

Code	Name	*** This employee has missing punches in the selected date range. ***												
		DATE	DAY	CTGY.	START	STOP	HOURS	REG	OT1	OT2	OT3	UNPAID	TOTAL	DOLLARS
57891a	Abukar, Mahad	01/11/2021	MON	WORK	2:38p IE	11:34p OE	8.95	8.95					8.95	
		01/12/2021	TUE	WORK	2:46p IE	3:25p OE	0.65	0.65					0.65	
ABSENT		01/13/2021	WED		3:00p	1:00a		0.00					0.00	
EMPLOYEE TOTALS								9.60	0.00	0.00	0.00	0.00	9.60	0.00

EMPLOYEE

SUPERVISOR





Kelsey Sikkink

From: Kelsey Sikkink
Sent: Tuesday, January 12, 2021 5:37 PM
To: Samarth Chea
Cc: Lisa Campbell; Sara Nierman; Mike Schumacher; Darrius Louwell; Jonny Soth; Samarth Chea
Subject: Re: Mahad Abukar

Hi
He has resigned due to working conditions.

Thank you,

Kelsey Sikkink
CMG Client Services Manager
507-923-0366

From: Samarth Chea <samarth@reichelfoods.com>
Sent: Tuesday, January 12, 2021 3:47:35 PM
To: Kelsey Sikkink <Kelsey@corpmanagementgroup.com>
Cc: Lisa Campbell <Lisa@reichelfoods.com>; Sara Nierman <Sara@reichelfoods.com>; Mike Schumacher <mikes@reichelfoods.com>; Darrius Louwell <Darrius@reichelfoods.com>; Jonny Soth <JonnySoth@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>
Subject: Mahad Abukar

Around 3:10 PM,

Mahad Abukar was asked to help Label boxes on Orics 6 by the Lead (we don't have a working case labeler at the moment.)

He stated to her that this is not his job and he will palletize only.

As I was walking through the MV1/Orics 6 room taking attendance, I reminded Mahad to keep himself busy by helping label cases when he gets a chance.

He responded in the same manner and then stated he quit and began to take off his PPE and getting ready to leave the room.

I told him that we would like to speak with him in the office about the situation. He said "I'm no longer your employee, why do I have to listen to you?"

Darrius was in the Supervisors office during that time when I asked to speak with him about what happened on the line. I asked him one more time that we would like to speak with him and he said as he was entering the Supervisors office "What? Are you going to beat me?"

As he went into the office and sat down he raised his voice "I'm no Longer your employee, why do I have to listen to you?" and " I respect you, but you have to show me respect when you talk me"

After those comments we said he can go home and Darrius escorted him out the door.

Due to his behavior around his peers as well as lack of respect for Supervisors, we would not like him to return.

Please end his assignment

Sam Chea

Production Supervisor
.....

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

Kelsey Sikkink

From: Kelsey Sikkink
Sent: Tuesday, January 12, 2021 7:32 AM
To: Lisa Campbell; Sara Nierman
Subject: Re: Mahad

No because I need Maharashtra to sign the pay change and when this happened previous they said he would be moved out of sanitation and he wasn't. If they are asking me to end his assignment and we are working on progressive disc, we should give him the demotion warning, pay decrease and new job description so Mahad fully understands his job expectations and further consequences if he shows no improvement.

Kelsey Sikkink
CMG Client Services Manager
507-923-0366

From: Lisa Campbell <Lisa@reichelfoods.com>
Sent: Tuesday, January 12, 2021 7:17:59 AM
To: Sara Nierman <Sara@reichelfoods.com>
Cc: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>
Subject: RE: Mahad

I have not seen a pay change from yet-Kelsey what do you think do we want to use this e-mail?

Lisa Campbell
Human Resources Manager

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

From: Sara Nierman <Sara@reichelfoods.com>
Sent: Tuesday, January 12, 2021 7:17 AM
To: Lisa Campbell <Lisa@reichelfoods.com>
Subject: FW: Mahad

Can I go ahead and change his pay or do you do that when you get a pay change form?

From: Kelsey Sikkink [<mailto:Kelsey@corpmgmtgroup.com>]
Sent: Friday, January 08, 2021 5:32 PM
To: Samarth Chea; Darrius Louwell
Cc: Mike Schumacher; Lisa Campbell; Sara Nierman; Jonny Soth; Samarth Chea
Subject: Re: Mahad

Thank you. His pay will need to be no lower then \$10.10 due to the starting wage increase.

Kelsey Sikkink
CMG Client Services Manager
507-923-0366

From: Samarth Chea <samarth@reichelfoods.com>
Sent: Friday, January 8, 2021 5:07:32 PM



To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>; Darrius Louwell <Darrius@reichelfoods.com>
Cc: Mike Schumacher <mikes@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>; Sara Nierman <Sara@reichelfoods.com>; Jonny Soth <JonnySoth@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>
Subject: RE: Mahad

He does not want to do the sanitize position any longer, will be working in the pack off areas as it did not work out for him in the slicing room, he stated he cant handle the chemical smell in the slicing room, in the filler position he stated he was afraid to lose his hand as he cannot keep pace with the line without causing a mess.

In the pack off area, he is not able to work anywhere without assistance causing the line to be back up.

His pay decrease will be to \$10.00 as he is not willing to work anywhere else but the pack areas.

Any further incidents with employees or job performance, his assignment will end and this is his last chance to improve

Thanks,

Sam Chea

Production Supervisor
.....

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From: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>
Sent: Friday, January 08, 2021 10:03 AM
To: Darrius Louwell <Darrius@reichelfoods.com>
Cc: Mike Schumacher <mikes@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>; Sara Nierman <Sara@reichelfoods.com>; Jonny Soth <JonnySoth@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>
Subject: RE: Mahad

Hi,
I have called and left him a message.

The last time we had an issue, I spoke to him and let him know there would be a pay decrease but I never received and I did not receive a new job description for his move.

Since he has been here since Oct 2020, could you we move forward with moving Mahad to a different area to see if we can help him improve. We could decrease his wage from \$12.00 to \$11.00(or what you think) and let him know that if we see an improvement we cold possibly look at moving him back to sanitize with a pay increase and if he does not show improvement his assignment will end.

The only issue I have on file is him leaving before his job was completed in December and at that time he was supposed to be moved to palletizing from sanitizing with a pay decrease but it didn't happen. Can we please follow progressive discipline to see if we can help him improve and if he won't then we have a documentation trail as well as showing we did try and help him improve but it was his choice not to?

Please let me know what you think and I will give him his warning today as well make him aware of the pay change.



Thank you,

Kelsey Sikkink
CMG Client Services Manager
507.923.0366 Direct

.....
Corporate Management Group | 3707 Commercial Dr SW | Rochester MN, 55902 | Phone: 507.923.4955 | Fax: 507.216.4904
| www.corpmgmtgroup.com

www.cmgapply.com
www.corpmgmtgroup.com
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[Like Us On Instagram](#)



From: Darrius Louwell <Darrius@reichelfoods.com>
Sent: Friday, January 8, 2021 3:36 AM
To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>
Cc: Mike Schumacher <mikes@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>; Sara Nierman <Sara@reichelfoods.com>; Jonny Soth <JonnySoth@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>
Subject: Mahad

Hi Kelsey,

Today, at the end of the production run, mahad approached me when some concerns. Mahad was telling me how difficult it is for him to clean the mv2 room at the end of the night by himself.

Before I can respond, Mahad tells me that when he talks to me I should look at me and I'm being disrespectful to him and that he had shown all supervisors nothing but respect. (I cut Mahad off and told him to never speak to me like that again and that he can go home for the night).

*Mahad- Has been having problems with working in multiple areas and with other employees.

*All 3 supervisors on 2nd believes that it's in our best interest if we let him go.

Thanks,

Darius
Production Supervisor

Jan 7. - thought it was an accident.

Jan 8. - Didn't want to loose job

Sanitation
Poisoning →

Won't talk about any thing until
Physical abuse is taken care off

Kelsey Sikkink

From: Kelsey Sikkink
Sent: Thursday, December 17, 2020 10:39 AM
To: Darrius Louwell
Cc: Mike Schumacher; Lisa Campbell; Sara Nierman; Samarth Chea; Jonny Soth
Subject: Re: MV2 room after production tonight

Thank you.

Please submit a payroll status form.

Kelsey Sikkink
CMG Client Services Manager
507-923-0366

From: Darrius Louwell <Darrius@reichelfoods.com>
Sent: Thursday, December 17, 2020 1:16:47 AM
To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>
Cc: Mike Schumacher <mikes@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>; Sara Nierman <Sara@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>; Jonny Soth <JonnySoth@reichelfoods.com>
Subject: MV2 room after production tonight

Hi Kelsey,

Today, Mahad was spoken to about leaving the production room and going home before his job is completed. After Mahad was spoken too, he informed Sam and myself that he's tired and his head hurts. Mahad chosen not to finish his work but to go home instead.

*We had to have 5 other employees pitch in to help clean up all the trash he left behind after production.

*Going forward Mahad will be placed as a palletizer on MV2 and no longer will be performing Production Sanitor duties.

*Can we start the pay decrease process and document this too.

Thanks,

Darrius
Production Supervisor

----- Forwarded message -----

From: Anthony Dahlke <anthony@reichelfoods.com>
Date: Dec 15, 2020 1:10 AM
Subject: MV2 room after production tonight
To: Samarth Chea <samarth@reichelfoods.com>, Jonny Soth <JonnySoth@reichelfoods.com>, Darrius Louwell <Darrius@reichelfoods.com>
Cc: Brian Medes <brian@reichelfoods.com>

Attached are several pictures of how the floor was covered in garbage after production and Mudhafar asked the sanitor to stay and help and the sanitor said it was not his job and left. Can you guys communicate to your personnel to not leaver the rooms like this and to help sanitation by cleaning up the big piles of waste. Thank you.

→ lady beating
him. Supervisor
forced him to work
w/ her. Then he
started beating him

→ Resolution - acknowledgment that this
happened to him letter of acknowledgment
physically

→ lost his job due to this.

↳ of course he resigned
overwhelmed, didn't know
what to do

→ Run
away