

Kelsey Sikkink

From: Jeremy Meyer <jeremy@reichelfoods.com>
Sent: Tuesday, February 13, 2024 12:09 PM
To: Kelsey Sikkink; Lisa Campbell
Cc: Alfonso Cerda; Darrius Louwell
Subject: RE: Anthony Alexander

Darrius and I just got done speaking with Anthony. I let Anthony know that he was sent home because he walked out on the conversations, swore, slammed the door aggressively, and wouldn't respond to my attempts to de-escalate the situation. Anthony said he was upset because he felt like he wasn't getting his turn to voice what was going on and he felt like he was being blamed for loading the trailer wrong. Darrius and I let him know that that wasn't the case, and that it was a communication problem. We discussed that moving forward, we need Anthony to listen through the entire conversation, work on patience, and I said he will always get a chance to voice his concerns and give his side of the story. I said that we cannot have Anthony slamming doors, swearing, walking out mid conversation, and failing to respond to attempts to de-escalate the situation, and that if he needs a few minutes to cool down next time, just let us know and he can take a 5-10-minute break before continuing the conversation.

Darrius told Anthony that we all must work on better communication moving forward to ensure situations are solved differently and problems are figured out better.

Thank you,

Jeremy Meyer

Warehouse Supervisor

.....
| Reichel Foods, Inc. | 7600 US Hwy 63 S | Rochester MN, 55904 |
| Phone: 507.735.0808 |

From: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>
Sent: Tuesday, February 13, 2024 9:59 AM
To: Jeremy Meyer <jeremy@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>
Cc: Alfonso Cerda <Alfonso@reichelfoods.com>
Subject: RE: Anthony Alexander

THIS MESSAGE ORIGINATED FROM OUTSIDE OF YOUR ORGANIZATION. IF IT APPEARS TO BE FROM AN INSIDE SOURCE, IT IS MOST LIKELY A PHISHING ATTEMPT AND PRECAUTIONS SHOULD BE TAKEN.

Hi,

Could you and Darrius sit down with him and talk about the events that occurred yesterday and help him understand why you sent him home? We would like to help him excel in his position and also help him understand the situation at hand yesterday. Please give him a verbal warning. Once you have spoken to him, please send us an email explaining what was said and his statement.

Kelsey Sikkink

CMG Account Manager

507.923.0366 Direct

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From: Jeremy Meyer <jeremy@reichelfoods.com>
Sent: Tuesday, February 13, 2024 9:37 AM
To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>; Lisa Campbell <Lisa@reichelfoods.com>
Cc: Alfonso Cerda <Alfonso@reichelfoods.com>
Subject: RE: Anthony Alexander

Yes, he is here. Did you want me just to talk to him or give him a warning also?

Thanks,

Jeremy Meyer
Warehouse Supervisor

| Reichel Foods, Inc. | 7600 US Hwy 63 S | Rochester MN, 55904 |
| Phone: 507.735.0808 |

From: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>
Sent: Tuesday, February 13, 2024 7:56 AM
To: Jeremy Meyer <jeremy@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>
Cc: Alfonso Cerda <Alfonso@reichelfoods.com>
Subject: RE: Anthony Alexander

THIS MESSAGE ORIGINATED FROM OUTSIDE OF YOUR ORGANIZATION. IF IT APPEARS TO BE FROM AN INSIDE SOURCE, IT IS MOST LIKELY A PHISHING ATTEMPT AND PRECAUTIONS SHOULD BE TAKEN.

Hi,
Did Anthony come to work today?

Kelsey Sikkink
CMG Account Manager
507.923.0366 Direct

.....
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From: Jeremy Meyer <jeremy@reichelfoods.com>
Sent: Monday, February 12, 2024 2:49 PM
To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>; Lisa Campbell <Lisa@reichelfoods.com>
Cc: Alfonso Cerda <Alfonso@reichelfoods.com>
Subject: RE: Anthony Alexander

Employee witness statements.

Thank you,

Jeremy Meyer
Warehouse Supervisor

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| Reichel Foods, Inc. | 7600 US Hwy 63 S | Rochester MN, 55904 |
| Phone: 507.735.0808 |

From: Jeremy Meyer
Sent: Monday, February 12, 2024 1:25 PM
To: 'Kelsey Sikkink' <Kelsey@corpmgmtgroup.com>; Lisa Campbell <Lisa@reichelfoods.com>
Cc: Alfonso Cerda <Alfonso@reichelfoods.com>
Subject: RE: Anthony Alexander

I just told him to go home for today. When he arrives to work tomorrow, I will be sitting down with him to insure we are not having future aggressive outbursts moving forward. I will send an update after.

Thanks,

Jeremy Meyer
Warehouse Supervisor

.....
| Reichel Foods, Inc. | 7600 US Hwy 63 S | Rochester MN, 55904 |
| Phone: 507.735.0808 |

From: Kelsey Sikkink <Kelsey@corpmanagementgroup.com>
Sent: Monday, February 12, 2024 1:08 PM
To: Jeremy Meyer <jeremy@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>
Cc: Alfonso Cerda <Alfonso@reichelfoods.com>
Subject: RE: Anthony Alexander

THIS MESSAGE ORIGINATED FROM OUTSIDE OF YOUR ORGANIZATION. IF IT APPEARS TO BE FROM AN INSIDE SOURCE, IT IS MOST LIKELY A PHISHING ATTEMPT AND PRECAUTIONS SHOULD BE TAKEN.

Hi,

Did you tell him to return tomorrow?

Will you be sitting down with him to come to a conclusion and the situation that occurred today?

Kelsey Sikkink
CMG Account Manager
507.923.0366 Direct

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From: Jeremy Meyer <jeremy@reichelfoods.com>
Sent: Monday, February 12, 2024 10:07 AM
To: Lisa Campbell <Lisa@reichelfoods.com>; Kelsey Sikkink <Kelsey@corpmanagementgroup.com>
Cc: Alfonso Cerda <Alfonso@reichelfoods.com>
Subject: RE: Anthony Alexander

The slamming of the door was hostile enough for me, so I did not check in with Kelsey first. His job involves forklift use, so it is better that he goes home until he can come back to work without any aggressive behavior. There has just been coaching since they were minor incidents before and recently, he was doing better. This incident was escalated way beyond previous incidents.

Thanks,

Jeremy Meyer

Warehouse Supervisor
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| Phone: 507.735.0808 |

From: Lisa Campbell <Lisa@reichelfoods.com>
Sent: Monday, February 12, 2024 9:58 AM
To: Jeremy Meyer <jeremy@reichelfoods.com>; Kelsey Sikkink <Kelsey@corpmgmtgroup.com>
Cc: Alfonso Cerda <Alfonso@reichelfoods.com>
Subject: RE: Anthony Alexander

Did you call Kelsey before you sent him home or was he refusing to work and become hostile? What are the situations prior that you mentioned – was he written up?

Lisa Campbell

Human Resources Director
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www.reichelfoods.com

From: Jeremy Meyer <jeremy@reichelfoods.com>
Sent: Monday, February 12, 2024 9:53 AM
To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>
Cc: Alfonso Cerda <Alfonso@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>
Subject: Anthony Alexander

I just sent Anthony Alexander home for inappropriate behavior and substandard work.

Emanuel and Anthony came into the office and said that there were too many pallets on the Chicago load and that they couldn't all fit on the trailer. I told him that he's going to have to unload it so we can get it figured out. I asked them both if they counted and verified the pallets before loading it. Emanuel and Anthony didn't give me an answer and Anthony shrugged while putting up his hands. The Chicago truck was loaded without being counted by them and we were off on pallets. I then said that that's why we need to count the pallets and check them before we load them. While in mid conversation, Anthony visible got upset and walked out of the office into the warehouse and slammed the door behind him. I walked after him and told him he can go home.

He has presented a bad attitude in the past towards Darrius and I whenever he makes mistakes and during coaching and training. It is starting to escalate and that's why I sent him home and I am letting you know.

Please let me know if you have any questions.

Thank you,

Jeremy Meyer

Warehouse Supervisor
.....

| Reichel Foods, Inc. | 7600 US Hwy 63 S | Rochester MN, 55904 |
| Phone: 507.735.0808 |

Emanuel Zavala's statement.

He slammed the door cause he did not like that he had to unload the trailer to see why the last pallet would not fit in the trailer

Jeremy Meyer's statement.

Emanuel and Anthony came into the office. Emanuel said that they had too many pallets to fit on the Chicago trailer. I asked them if they counted and verified it before they loaded it and Emanuel looked and Anthony and Anthony shrugged and put up his hands. I told them that that's why we count the pallets and verify them before we load them. I said that you guys are going to have to unload it and verify the pallets and count. While in the middle of that sentence, Anthony got visibly angry, said "fuck this, this is bull shit", and turned around and began to walk out into the warehouse. He slammed the door aggressively behind him. I got up and followed him to get him to calm down before he could get on a forklift. I called his name while trying to catch up to him and he did not stop walking away or answer me. After multiple attempts to get him to stop and talk about it, I told him he needed to go home.

Darrius Louwell's statement

Emanuel and Anthony both came into the office to express an issue with having an extra pallet on Chicago load. Emanuel spoke of having one extra pallet and that everything was staged right and correctly, but there's still one extra. Anthony also agreed with Emanuel on everything being staged and loaded onto the trailer correctly.

Jeremy asked Anthony and Emanuel if the Chicago trailer was staged, counted, and verified. Emanuel didn't respond, but looked confused and Anthony stated that he didn't start loading the trailer and it's not his fault. Jeremy tried to explain the process of the staging and load, and that the trailer would have to be unloaded and reverified and checked over. Anthony instantly got mad and used profanity (This is bullshit. Man, fuck this.) While proceeding into the warehouse from the office, in the process of going into the warehouse from the office, Anthony slammed the office door causing the door to bounce back open. Jeremy called Anthony's name two times before following him into the warehouse, and then called Anthony's name for the third time. Because Anthony was not willing to calm down and talk to Jeremy, Jeremy sent Anthony home for the day.

*Neither of the employees counted nor verified all pallets.

*Anthony didn't start loading the trailer, but only finished it.

*Anthony didn't give me an opportunity to before getting mad and blowing up. (I counted and verified the trailer and the extra pallet needed to be stacked onto the same city as requested from customer).

*Neither Anthony nor Jeremy is wrong, but the situation could have been handled differently if Anthony was willing to communicate with everyone respectfully before getting mad.

Jerrod Saunders's statement

Employee Anthony was upset because another employee messed up something about work because the other employee wasn't paying attention so I Jerrod saunders emanuel and Anthony went into the supervisor office to explain the problem to our authorize staff Darius and Jeremy they had then explain to us how to fix the problem and what we were missing the blame got placed on all us for not paying attention so a couple of us employees felt down for not paying attention about the situation and one of us took it a little harder and start to raise his voice and walked off for attitude and was sent off for rudeness I guest u can say