

Incident Report Summary

Date of Incident: October 13, 2025

Employee Involved: Travis Harris and Jacob Baier

Other Individuals Involved: Jacob Baier, Tim Liebenow, Kevin Vong, Phy Vorng Chi

Action Taken: Written Warning Issued for Travis Harris and Verbal Warning for Jacob Baier

Incident Description:

On October 13, 2025, Travis Harris was observed pushing boxes through the taper without ensuring that labels were properly applied to the cases. He continued to push the boxes at a high speed and with minimal spacing, which resulted in labeling errors.

Jacob Baier, who was palletizing at the time, returned the incorrectly taped cases to Travis and advised him to slow down and space the boxes appropriately. Despite this, Travis continued the same behavior and physically pushed Jacob out of his way. When Jacob attempted to block Travis from continuing, Travis responded by pushing him again. Jacob then pushed Travis's hands off of him, and the situation escalated into shouting and further physical contact between the two.

Tim Liebenow intervened, instructing Travis not to push his coworkers and warning him that such actions could lead to injury. Travis responded by pointing at Tim in an aggressive manner, prompting Tim to walk away from the situation.

Travis then approached the adjacent line to inform the line lead, Kevin Vong. Kevin intervened and instructed both parties to stop. He noted that Travis was yelling and disrupting the production line. Kevin also reported that Travis frequently raises his voice during shifts and often disregards instructions from his line lead and supervisor.

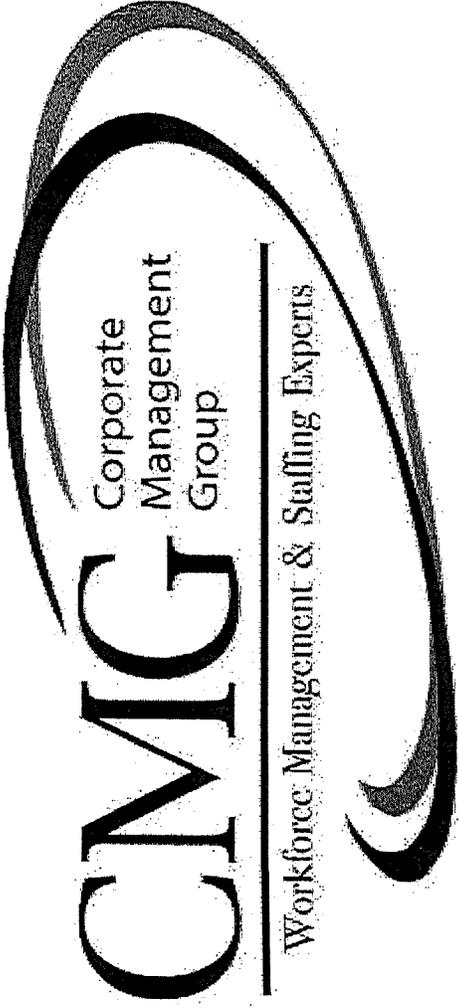
Due to the severity of the incident and per the direction of Kelsey, Travis was sent home pending further investigation. Statements were collected from Supervisor Phy Vorng Chi, Kevin Vong, Tim Liebenow, and Jacob Baier.

Outcome:

Following the investigation, Travis Harris will receive a written warning for creating conflict in the workplace and failing to follow operational procedures. He has been advised that any further incidents of this nature may result in a final warning and/or termination of assignment.

Also, Jacob Baier will receive a verbal warning for creating conflict in the workplace. He has been advised that any further incidents of this nature may result in a written warning.

Both employees have been advised that if there are any situations with their co-workers, they should find their lead or supervisor before engaging in an altercation.



From: Phuy Vorng Chi <Vorng@reichelfoods.com>
Sent: Monday, October 13, 2025 8:23 AM
To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>; Lisa Campbell <Lisa@reichelfoods.com>
Cc: Peter Draheim <PeterD@reichelfoods.com>
Subject: Travis VS Jacob

Travis was pushing boxes to close without label applying on the cases, and seems he knew this and continuing did this on purpose.
Jacob the palletizer guy brought the case back told him not to send to close each other, but he keep doing it. Jacob tried to obstruct his action then get pushed away.

Travis's behavior is unacceptable please let us know what do you want to with this.

"R:\Operations_Production\Supervisor Daily_Logs\Investigations\HOrmel Line 1.3gp"

Phuy Vorng Chi
Production Supervisor
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Outlook

RE: Travis VS Jacob

From Phuy Vorng Chi <Vorng@reichelfoods.com>

Date Mon 10/13/2025 9:06 AM

To Kelsey Sikkink <Kelsey@corpmtgroup.com>; Lisa Campbell <Lisa@reichelfoods.com>

Cc Peter Draheim <PeterD@reichelfoods.com>; Isabel Cardenas <Isabel@reichelfoods.com>

Also Tim said, he tried to intervene this situation and told Travis not touching someone or pushing might fall down and get hurt. Travis pointed at him so Tim decided to walk away.

I will send him home right now.

Phuy Vorng Chi

Production Supervisor

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From: Kelsey Sikkink <Kelsey@corpmtgroup.com>

Sent: Monday, October 13, 2025 8:57 AM

To: Phuy Vorng Chi <Vorng@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>

Cc: Peter Draheim <PeterD@reichelfoods.com>

Subject: Re: Travis VS Jacob

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,
Please send Travis Harris home so we can further investigate. I will speak to him on the phone and have him return tomorrow. Please issue him a written warning for creating conflict in the workplace and if any further infractions occur, it could result in a final warning and/or assignment end.

Can you please get a statement from Jacob Biar, Kevin Vong, and whoever Travis H walked over to on the other line? Please submit today and when Travis returns tomorrow, please retrain him on taping the boxes and submit a training record.

This will help us cover all our bases and if this occurs again, we can possibly end Travis's assignment. We can show that we properly investigated as well as tried to help Travis succeed by issuing progressive discipline and additional training.

Please let me know if you have any questions.

Thank you,

Kelsey Sikkink
CMG Accounts Manager
507.923.0366 Direct

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Outlook

The dispute between Travis Harris and Jacob Biar

From Leads <Leads@reichelfoods.com>
Date Mon 10/13/2025 10:49 AM
To Kelsey Sikkink <Kelsey@corpmtggroup.com>
Cc Lisa Campbell <Lisa@reichelfoods.com>; Phuy Vorng Chi <Vorng@reichelfoods.com>; Peter Draheim <PeterD@reichelfoods.com>

Hello! Good morning! Kelsey
Today, He shouted and yelled at Jacob by interrupting the production line-kept pushing finished goods boxes fast speed without spacing , it made the labels missed a lots on the boxes, Jacob tried to tell him to stop doing this way, but he would not listen to Jacob or anyone. Later, He was angry with Jobcob by pushing him. Totally, I can tell you that Travis always causes a lot of issues with production. Travis always yells and shouts during his work hours, even if I and Vorng told him to stop this habit , but He still does the same thing.

Sincerely.

*Kevin Vong
Production Lead*

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10-13-2025

I had heard Travis yelling at Jacob to stay out of his way & to mind his own business. Moments later I seen Jacob trying to go push boxes through the taper, Travis came along and put his shoulder down and took both hands and pushed Jacob out of his way, he wanted to push boxes through the taper. (Travis was already suppose to be putting boxes together.)

I stepped in and told Travis he couldn't put his hands on fellow employees. Then Kevin came over & took over the situation. Minutes later Travis came over & pointed at me & said I hadn't seen everything. I seen enough to know you can't treat or do that to your fellow employees.

Tim Liebenow

Tim Liebenow

JACOB BIAR

10/13/25

' was me and Travis
working on line

Travis was pushing the box so pass
then I told him you to slow down
because you missing the ~~the~~ label,
and then he keeping pushing, me
and everybody there was watching

has. by JACOB ~~BIAR~~



Reichel Foods, Inc.

Employee Warning Notice

Employee Information

Date: 10/14/2025
Employee Name: Jacob Biar
Job Title: Production palletizer/Bin Filler
Manager/Supervisor: Peter/Vorng

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

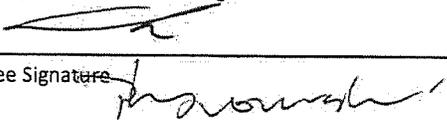
Description of Incident (Describe incident and list the date, time, and any witnesses present)
Avoiding less conflict at workplace as needed. If see any issue or tension arise need to be infomed the Lead or Supervisor right away to resolve the issue instead of create more altercation.

Plan for Improvement:
Report to lead or supervisor to solve the problems escalating.

Consequences of Further Infractions:
Futher infractions occure written will be given.

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.

Employee Signature  Date 10/14/25

Manager/Supervisor _____ Date 10/14/25

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

