



Reichel Foods, Inc.

Employee Warning Notice

Employee Information

Date: 2/16/2026
 Employee Name: David Mielander
 Job Title: slicing room lead
 Manager/Supervisor: Ali Rage/Gai nguyen

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)
 David mielander took away some salami product which is violance According to the company policies

Plan for Improvement:
 you must make ensure that you can not use or take it away the product without consent

Consequences of Further Infractions:
 If further infractions occur, David will receive final Warning which may include up to his assignment ending.

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 2-17-26
 Manager/Supervisor *Ali Rage* _____ Date 2/17/2026
 Witness Signature (if employee understands warning but refuses to sign) _____ Date _____

RE: Slicing Lead - Salami

From: Ali Rage <arage@reichelfoods.com>

Date: Tue 2/17/2026 3:42 PM

To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>; Jamie Sorensen <Jamie@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>; Gai Nguyen <nguyen@reichelfoods.com>

They should get written warning , and I will do it right away , thank you

From: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>

Sent: Tuesday, February 17, 2026 3:35 PM

To: Ali Rage <arage@reichelfoods.com>; Jamie Sorensen <Jamie@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>; Gai Nguyen <nguyen@reichelfoods.com>

Subject: Re: Slicing Lead - Salami

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.

I understand but it still breaks policy.

Thank you,

Kelsey Sikkink
CMG Account Manager
507-923-0366

From: Ali Rage <arage@reichelfoods.com>

Sent: Tuesday, February 17, 2026 3:33:56 PM

To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>; Jamie Sorensen <Jamie@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>; Gai Nguyen <nguyen@reichelfoods.com>

Subject: RE: Slicing Lead - Salami

They didn't take it away, they just kept in the break room, David Meilander and Michael Villafan, thank you

From: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>

Sent: Tuesday, February 17, 2026 3:30 PM

To: Ali Rage <arage@reichelfoods.com>; Jamie Sorensen <Jamie@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>; Gai Nguyen <nguyen@reichelfoods.com>

Subject: Re: Slicing Lead - Salami

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Who is the employee? He should receive a written warning.

Thank you,

Kelsey Sikkink
CMG Account Manager
507-923-0366

From: Ali Rage <arage@reichelfoods.com>

Sent: Tuesday, February 17, 2026 3:27:52 PM

To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>; Jamie Sorensen <Jamie@reichelfoods.com>; Lisa Campbell

<Lisa@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>; Gai Nguyen <gnguyen@reichelfoods.com>

Subject: RE: Slicing Lead - Salami

Hi , Kelsey , I did talk to them and show them the video , going forward it will never happened that what they told me ,thank you

From: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>

Sent: Tuesday, February 17, 2026 1:50 PM

To: Jamie Sorensen <Jamie@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>; Ali Rage <arage@reichelfoods.com>; Gai Nguyen <gnguyen@reichelfoods.com>

Subject: Re: Slicing Lead - Salami

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Hi,

Can you please tell me who the employee is?

Kelsey Sikkink
CMG Accounts Manager
507.923.0366 Direct

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Corporate Management Group | 3707 Commercial Dr SW | Rochester MN, 55902 | Phone: 507.923.4955

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A nationwide workforce management and staffing agency headquartered in Colorado and Minnesota that acts as your human resource and employment solution.

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From: Jamie Sorensen <Jamie@reichelfoods.com>

Sent: Tuesday, February 17, 2026 1:46 PM

To: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>; Lisa Campbell <Lisa@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>; Ali Rage <arage@reichelfoods.com>; Gai Nguyen <gnguyen@reichelfoods.com>

Subject: FW: Slicing Lead - Salami

Please see attached video. The same night as the email below at the end of the production shift, a Slicing employee took a bag of salami out of this cabinet when he was done and then hid it under his smock and went to the breakroom and put it in his lunch bag.

Thanks,
Jamie

From: Anthony Dahlke <anthony@reichelfoods.com>

Sent: Saturday, February 14, 2026 12:03 AM

To: Alfonso Cerda <Alfonso@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>; Jamie Laber <JLaber@reichelfoods.com>; Isabel Garcia <IsabelG@reichelfoods.com>; Ali Rage <arage@reichelfoods.com>; Gai Nguyen <gnguyen@reichelfoods.com>; James Littlefield <James@reichelfoods.com>; Kendra Lunt <Kendra@reichelfoods.com>; Lisa Campbell <Lisa@reichelfoods.com>

Cc: Jamie Sorensen <Jamie@reichelfoods.com>; Moses Godi <mgod@reichelfoods.com>

Subject: FW:

Tonight as soon as production was finished, Moses checked the Slicing room computer cabinet and found a bag of Salami inside the cabinet. Sanitation has already been spoken to about not putting anything inside the cabinets. They have also been trained not to take food products from the rooms. It is company policy sections 3 and 4 of QA0183WI (Reichel Foods Good Manufacturing Practices) that employees are not to eat or remove product from the rooms to be eaten or taken. Sanitation has covered this with the team and just want to make sure that all departments are involved in making sure all employees are aware of the company policy in regards to the food products. We have discarded the package of Salami and cleaned the computer cabinet.

From: Tony Dahlke <micheal61811@gmail.com>

Sent: Friday, February 13, 2026 11:49 PM

To: Anthony Dahlke <anthony@reichelfoods.com>

Subject:

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.

This is inside the computer cabinet in the slicing room.