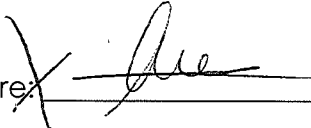
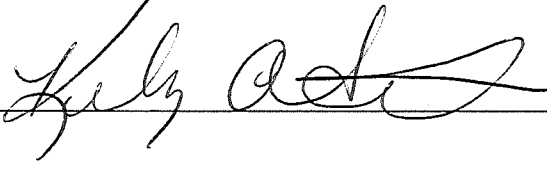




Employee Signature: X  Date: \_\_\_\_\_

Note: Your signature on this form means that we have discussed the situation(s).

Manager's Signature:  Date: 2/11/21

## Kelsey Sikkink

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**From:** Kelsey Sikkink  
**Sent:** Monday, February 8, 2021 3:23 PM  
**To:** Jamie Laber; Lisa Campbell; Mike Schumacher  
**Cc:** Isabel Garcia; Samarth Chea  
**Subject:** RE: Aysha Ead and Ali Rage

This has been documented.

**From:** Jamie Laber <JLaber@reichelfoods.com>  
**Sent:** Monday, February 8, 2021 2:58 PM  
**To:** Lisa Campbell <Lisa@reichelfoods.com>; Kelsey Sikkink <Kelsey@corpmgmtgroup.com>; Mike Schumacher <mikes@reichelfoods.com>  
**Cc:** Isabel Garcia <IsabelG@reichelfoods.com>; Samarth Chea <samarth@reichelfoods.com>  
**Subject:** Aysha Ead and Ali Rage

Today on 2<sup>nd</sup> break Aysha Ead asked to talk to me she explained to me that she asked Ali Rage if she could go to the rest room she said Ali asked her to wait because someone was in the bathroom so I asked her did he let you go she said yes then she said he said some bad word to her so I brought Ali into the office at the end of the day and asked him what was going on he told me he asked Aysha to wait and Aysha told him to "SHUT UP" so he said he let her go to the rest room when she came back he asked her to take Khadija spot because she was in the bathroom she told him "I don't care" Ali also told me that other employees heard her say that stuff. Yaya Raheem came to me and told me the same story that Ali told me. Kelsey can you please document this.

thanks

## Kelsey Sikkink

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**From:** aliya haj <aliyahajyusuf98@gmail.com>  
**Sent:** Monday, February 8, 2021 10:57 PM  
**To:** Kelsey Sikkink  
**Subject:** Re: Aysha Ead

**Follow Up Flag:** Flag for follow up  
**Flag Status:** Flagged

Hello,  
Sorry, I misheard Aysha. She did not say Ali went to jail. That is a mistake on my part!!!! My sincere apologies.

Some more clarification on the event from today at work.

Aysha went to the bathroom after waiting 40-50 minutes. Ali brought Khadija to take over for Aysha while she went to the bathroom. When Aysha came back, Aysha returned to her original spot. Khadija left to the bathroom. Ali came up to Aysha and began yelling at her. He was yelling at her saying "why did Khadija go to the bathroom?". Aysha said, "she asked Ali to go to the bathroom way before I did. So I think that's why she went now". Ali then proceeds to flip the tray in anger and say "I don't want to see you go to the bathroom at work forever. If you do, I will **kill** you.". Aysha said, "shut up you don't have the right to do that". And that's when she went to Jimmy in the office. Jimmy said he will talk to Ali. He came back and said Ali has a witness and that Aysha took forever in the bathroom which Aysha denies. Aysha asked Ali to go to the bathroom last week and she had to wait 3 hours and eventually had to run before she had an accident.

Ali is a line worker like Aysha. He does not have the right to act like that to Aysha. Aysha only uses the bathroom once her entire shift. She has a doctor's note. Please, she asks you to address this!

Thank you

On Mon, Feb 8, 2021 at 10:25 PM aliya haj <aliyahajyusuf98@gmail.com> wrote:  
Hello Kelsey, hope you are well.

Aysha and some other employees have been feeling very uncomfortable at the workplace recently and I think it is important HR brings some attention to it. Aysha as well as others have been having trouble going to step out to use the restroom when needed. As you know, Aysha has medical conditions that require frequent bathroom use. She even presented you a doctor's note. Even so, Aysha only uses the bathroom once or twice within her 8-10 hour shift because she doesn't want to seem excessive and fears being yelled at. Using the bathroom is a BASIC human right and no job should gatekeep that.

I am reaching out to you today because an unacceptable event took place while Aysha was working. Aysha stepped out to use the bathroom and returned and took over for another line worker (Khadija) so she can use the bathroom. Ali noticed that and approached Aysha and began to yell at her asking "why did you take over for her? Who allowed you?". Aysha replied and said, "she had to use the bathroom and you can't prevent that. So I took over for her. I can go to the bathroom whenever I have the need it is not your business". Ali then took a tray that was on the line and flipped it in anger and decided to yell at Aysha and say "I dare you to go to the bathroom now. If you take a step towards it I will **kill** you." THIS IS VERBAL HARASSMENT. I will not tolerate this. Aysha went to Jimmy and told him what happened and he told her Ali has witnesses. Ali has been threatening Aysha for quite some time now and has been verbally harassing her. **Threatening to kill her is not acceptable and I urge you to take action.** Aysha has been working at CMG for years and has been a loyal employee. She and others have the right to feel safe at work. Aysha told me Ali has been to jail

multiple times for domestic violence. I noticed CMG has been letting a lot of HR violations slide and I think it is time you guys take proper steps. These are your employees, not slaves. I do not want to cause any trouble and I don't think I should be here telling you to do your job. Please, address this.

**I give you 72 hours for CMG to take action or I will be forced to bring in a workplace attorney and/or file a police report against Ali and anyone else involved. This is not just for Aysha's safety but for everyone else.**

I apologize in advance for the long email. I hope CMG takes the necessary steps to ensure their employees' safety.

Thank you