



Reichel Foods, Inc.

Employee Warning Notice

SQ0014FO
R: 2
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Employee Information

Date: 1-31-15
Employee Name: Abdul Amman
Job Title: Sanitation
Manager/Supervisor: Darryl Cox

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)

Abdul Amman was sweeping the floor in the meat room. DSC came in and saw him sweeping. Abdul Amman was sweeping the floor in the meat room. DSC came in and saw him sweeping. Abdul Amman was sweeping the floor in the meat room. DSC came in and saw him sweeping.

Plan for Improvement:

Abdul will follow all company policies at all times no exceptions.

Consequences of Further Infractions:

Termination

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: [Signature] Date: 2/1/15

Manager/Supervisor: [Signature] Date: 2-1-15

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

Indo out system all facts left out.

Kelsey Sikkink

From: Jamie Sorensen <Jamie@reichelfoods.com>
Sent: Monday, February 02, 2015 8:39 AM
To: Kelsey Sikkink
Cc: Mike Schumacher; Kristi Gorden; Lisa Campbell; Darryl Conley; Anthony Dahlke
Subject: Abdul Ahmed Sattar

Kelsey,

Abdul was written up Saturday morning for "throwing" a squeegee across the room. Darryl talked with him and wrote him up with a final warning for this violation. I also spoke with him this morning and he was very apologetic and said he would find a way not to let his frustrations in a negative manner as such happened on Saturday morning. Later on this morning, I reviewed the camera footage of that incident. He didn't just toss it a couple feet, he chucked it across the room. This is an egregious act that jeopardizes our business and our customers safety. Please terminate Abdul, effective immediately. ✓

Jamie Sorensen
Sanitation Manager
Reichel Foods
507-289-7264 EXT# 276
jamie@reichelfoods.com

video tape available.

"Success is the sum of small efforts repeated day in and day out."
-Robert Collier

Display of anger

No virus found in this message.
Checked by AVG - www.avg.com
Version: 2012.0.2249 / Virus Database: 4257/8542 - Release Date: 02/02/15



"your workforce management & staffing experts"

From: Jamie Sorensen [<mailto:Jamie@reichelfoods.com>]
Sent: Monday, February 02, 2015 8:47 AM
To: Kelsey Sikkink
Cc: Mike Schumacher; Kristi Gorden; Lisa Campbell; Darryl Conley; Anthony Dahlke
Subject: RE: Abdul Ahmed Sattar

Lisa has the warning from Saturday and will be sending it out. He was frustrated because he just squeegeed and tables that were moved in that area had sanitizer dripping onto the floor where he just squeegeed. Thanks.

Jamie Sorensen
Sanitation Manager
Reichel Foods
507-289-7264 EXT# 276
jamie@reichelfoods.com

*"Success is the sum of small efforts repeated day in and day out."
-Robert Collier*

From: Kelsey Sikkink [<mailto:Kelsey@corpmgmtgroup.com>]
Sent: Monday, February 02, 2015 8:46 AM
To: Jamie Sorensen
Cc: Mike Schumacher; Kristi Gorden; Lisa Campbell; Darryl Conley; Anthony Dahlke
Subject: RE: Abdul Ahmed Sattar

Why was he frustrated? Could I please have a copy of the final warning?

Thank you,
Kelsey Sikkink
CMG Client Services Manager
507-923-0366
507-923-4955

Kelsey Sikkink

From: Jamie Sorensen <Jamie@reichelfoods.com>
Sent: Monday, February 02, 2015 9:44 AM
To: Kelsey Sikkink
Cc: Mike Schumacher; Kristi Gorden; Lisa Campbell; Darryl Conley; Anthony Dahlke
Subject: RE: Abdul Ahmed Sattar

Q1 Yes
Q2 No
Q3 No one's. Sanitizer stays on the tables to prevent bacteria. The tables were moved to clean, sanitize and squeegee the floor. When the tables get moved back, the floor still needs to be squeegeed.
Q4 Yes, when moving them

Jamie Sorensen
Sanitation Manager
Reichel Foods
507-289-7264 EXT# 276
jamie@reichelfoods.com

*"Success is the sum of small efforts repeated day in and day out."
-Robert Collier*

From: Kelsey Sikkink [<mailto:Kelsey@corpmgmtgroup.com>]
Sent: Monday, February 02, 2015 8:51 AM
To: Jamie Sorensen
Cc: Mike Schumacher; Kristi Gorden; Lisa Campbell; Darryl Conley; Anthony Dahlke
Subject: RE: Abdul Ahmed Sattar

Were the tables supposed to be moved after he squeegeed the floor? Is there a certain amount of time employees should wait to move the tables? Who's responsibility was it to not have the sanitizer dripping off the tables? Is that normal to have sanitizer dripping off the tables on to the floor?

Thank you,
Kelsey Sikkink
CMG Client Services Manager
507-923-0366
507-923-4955