

Meeting with ~~Christian~~ ^{Christine} Richarddt, Latina Collins, Kendra Adams and Kelsey Sikkink

Date 8/29/13

Latina Collins and Christine Richarddt were both told the moving forward, they will be on probation for two weeks regarding their behaviors towards one another. They were advised who their chain of command was, Kendra and Luz, in the event there were any issues or discrepancies with their job duties. They were both told that they are here to work and there will be times the two of them need to communicate during work. They only need to communicate regarding any thing that has to do with work. If they need any assistance, they will need to contact Kendra, Luz, or the supervisor assigned to the room they are in.

Within the two weeks probation, if there is any other negative interaction or their work performance starts to fail, they will either be demoted to the production line and will receive production pay or their assignment will end. On September 12th, 2013, Kendra, Latina, Christine and Kelsey will meet for a follow up meeting.

Christine M. Richarddt 8/29/13

Christine Richarddt

Date

Ms. Latina Collins 08.29.13

Latina Collins

Date

Kendra Adams 8/29/13

Kendra Adams

Date

Kelsey Sikkink 8/29/13

Kelsey Sikkink

Date

Kelsey Sikkink

From: Lisa Campbell <Lisa@reichelfoods.com>
Sent: Tuesday, August 27, 2013 12:13 PM
To: Kelsey Sikkink
Cc: Kristi Gorden
Subject: FW: QA issue

Here is the email from Isabel.

Thank You,

Lisa Campbell
Reichel Foods Inc.
Human Resources
507-289-7264 x234
Lisa@reichelfoods.com

From: Isabel Martinez
Sent: Monday, August 26, 2013 7:07 AM
To: Kendra Adams; Karin Grzanek; Kristi Gorden
Cc: Mike Schumacher
Subject: QA issue

Saturday 08/24/13 at 1 pm Christine R notify me that Latina C. had asked her to step outside that she needed to talk to her. Christine thought that it was not a good idea and that it didn't sound right. So she brought it to my attention. I could see that Christine was very worried. Please see either of them for more details.

Kelsey Sikkink

From: Kendra Adams <Kendra@reichelfoods.com>
Sent: Wednesday, August 28, 2013 9:52 AM
To: Kelsey Sikkink
Cc: Karin Grzanek; Kristi Gorden; Lisa Campbell
Subject: Re: Latina Collins and Christine Richardt

Kristi and I already gave them a last chance warning. Christine does a good job with QC, latina is still struggling with taking suggestions from others to improve efficiencies.

It totally depends on the day as to how much interaction they should be having and where each are working. I am not going to consider scheduling accommodations to reduce interactions.

Christine hasn't ever had this much negative interaction with co workers before Latina as far as I know.

I'm up for suggestions.

----- Original Message -----

From: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>
To: Kendra Adams
Cc: Karin Grzanek; Kristi Gorden; Lisa Campbell
Sent: Wed Aug 28 09:40:44 2013
Subject: RE: Latina Collins and Christine Richardt

Perfect. Thank you.

I will be over a little early so you and I can touch base. It still sounds to me like these two are continuing to knick pick on one another. We can give them a final warning or demote them? I am not sure what your thoughts are. Are they good QC's? Good enough to give another chance to? Should they be having this much interaction on the floor if they are assigned each a room?

Any thoughts would be greatly appreciated.

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

-----Original Message-----

From: Kendra Adams [<mailto:Kendra@reichelfoods.com>]
Sent: Wednesday, August 28, 2013 9:38 AM
To: Kelsey Sikkink
Cc: Karin Grzanek; Kristi Gorden; Lisa Campbell
Subject: Re: Latina Collins and Christine Richardt

What about 1 PM?

----- Original Message -----

From: Kelsey Sikkink <Kelsey@corpmgmtgroup.com>

To: Kendra Adams

Cc: Karin Grzanek; Kristi Gorden; Lisa Campbell

Sent: Wed Aug 28 09:36:11 2013

Subject: FW: Latina Collins and Christine Richardt

Hi

I would like to set up a meeting with you and Christine. What time would work?

Thank you,

Kelsey Sikkink

CMG Office Manager

507-923-0366

507-923-4955

From: Rick Nelson [<mailto:Rick@reichelfoods.com>]

Sent: Wednesday, August 28, 2013 9:33 AM

To: Kelsey Sikkink; Isabel Martinez; Brittany Tapp; Cameron Johnston; Kyle Peterson

Cc: Kristi Gorden; Lisa Campbell; Mike Schumacher; Kendra Adams

Subject: RE: Latina Collins and Christine Richardt

Kendra, in regards to the confrontation between Latina and Christine. I was in the office when Latina came in and shut the door. She had asked me how many cases go on the product we were running. At that time Christine had knocked on the door at the same time she was opening it. There was NO knocking Latina with the door as stated in previous email. Christine then asked the same question as Latina, which was how many cases go on the product we were running. There was obvious friction between the 2 on this issue. Let me know if you need any more info. Rick

From: Kelsey Sikkink [<mailto:Kelsey@corpmgmtgroup.com>]

Sent: Tuesday, August 27, 2013 12:05 PM

To: Isabel Martinez; Brittany Tapp; Rick Nelson; Cameron Johnston; Kyle Peterson

Cc: Kristi Gorden; Lisa Campbell; Mike Schumacher; Kendra Adams

Subject: RE: Latina Collins and Christine Richardt

Hi

Is there any other information regarding this situation?

Can I please see the email Isabel M sent?

Thank you,

Kelsey Sikkink

CMG Office Manager

507-923-0366

507-923-4955

From: Kelsey Sikkink

Sent: Monday, August 26, 2013 12:42 PM

To: 'IsabelM@reichelfoods.com'; 'Brittany Tapp'; 'Rick@reichelfoods.com'; 'CameronJ@reichelfoods.com'; 'Kyle@reichelfoods.com'

Cc: 'Kristi Gorden'; 'Lisa Brogan'; 'mikes@reichelfoods.com'; Kendra Adams

Subject: Latina Collins and Christine Richardt

Hi Sups-

Latina Collins came to me with some concerns between her and Christine R this weekend. She stated that Christine was coming in her room and pointing out different things Latina was doing wrong and would make sure all sups knew what Latina had done. Latina also stated that she went to the supervisor's office on Saturday and shut the door to talk to Rick and Brittany regarding some work. While standing in front of the door, Christine tried to come in without knocking and hit Latina in the back with the door knob a couple of times. When Christine finally entered the supervisor office she asked what was going on and if this involved her.

Latina said that Jeany had noticed what was going on and told Latina to try and talk to Christine. Latina went and asked Christine if they could go and talk and clear in private and not in the break room in front of everyone. Christine walked away and would not speak to Latina.

If anyone has any information about these situations, I would really appreciate it.

Let me know if you have any questions.

Thank you,

Kelsey Sikkink

CMG Office Manager

507-923-0366

507-923-4955