

**4.26.16-Statement regarding a situation on 4.25.16,  
involving KeyAndre Davis.**

I was in my office and I heard someone talking with another person in a loud manner and using inappropriate language trying to explain himself about something, in what I assumed was the supply room in the plant area. I was unable to make out what the conversation was about, I could only hear some vulgar language coming from who I believed to be KeyAndre Davis. I could not see any faces to identify anyone. I believed based on my experience working with Bunthy and KeyAndre, that those were the voices I heard and I believed Bunthy was trying to listen to Mr. Davis and deescalate the situation at that time privately and appropriately, so I did not get involved. I have no other involvement with anything prior to or after the above mentioned recollection regarding this situation.

**Thank you,**

**Jamie Sorensen**

**Sanitation Manager**

**Reichel Foods Inc.**

*Jamie Sorensen*

*4/26/16*

Documentation from Benn on 4/26/16

I was coming down stairs to check in with supervisors and when I came around the corner Bunthy and KeyAndre were talking and KeyAndre seemed like he was very upset. Bunthy pulled motioned to me and pulled us into the office. KeyAndre sounded very upset that he was accused of using the scanner to shine people (One was Sovanny). He had followed her into the QA office to talk to her to see what she was so upset about and she was ignoring him which made him even more upset. He used some profanity explaining how he has to come to work every day in a good mood but some people could come to work "gumpy" and certain people could just be grumpy. Bunthy let him talk and after KeyAndre calmed down and told us that he could not do the warehouse and he would like to go back to the slicing room Bunthy and I both said we could look at this as an option. I told KeyAndre as supervisors it is our job to ensure that KeyAndre is put into a position to succeed and it is our job to ensure we help him to do so. KeyAndre again told Bunthy that he wanted to come back to the Slicing room and Bunthy expressed that he was going to look into it. KeyAndre then started talking about his situation again and raising his voice. Bunthy then asked KeyAndre if he would be able to go home for the day. KeyAndre said he really wanted to go back to the slicing room as he was walking out of the office.

  
Benn Greene

4/26/16

04.25.16

I went to get my tray From MVI room, I saw him get the scanner and shine it in my face and I told Buntthy about that, so I wrote down label swabs on the chair Cindy, he went in the QA office, he said he apologize to me he said really loud and loud, I said please stopped talk, Buntthy and Jeany heard yelling coming from the QA office, called him but he ignore Buntthy called so I am scared get out the office stand by Buntthy and he still looked at me and was still yelling.

Sovanny Peou

Sovanny expressed concern to me <sup>about</sup> coming into work from the parking lot in fear key Andre would be waiting for her.

Kendra Hunt  
4/26/16

It was about 10:40am Sovanny was sitting at Cindy's desk labeling swabs and I was at my desk when Key André walked in and stood at the end of the desk and asked Sovanny "Does you sitting in that chair make you any better than me?" Sovanny ignored him. He then asked the same question again. Sovanny responded with "I don't understand what you're saying to me, please stop talking to me". With her saying that I think it made him irritated so his voice got louder and louder-demanding an apology from her. He kept saying that her position is no higher than his and that he works hard for his money again asking for an apology. I was getting uneasy on how loud and close he got to her. Bunthy then heard all the ruckus and stop to ask what was going on trying to get him to go talk in the supervisor's office but he kept trying to talk to Sovanny and ignoring Bunthy. Finally after a few attempts of asking he got out of the room.

042014 

Documentation from Bunthy Douk regarding incident with KeyAndre Davis on 4/25/16.

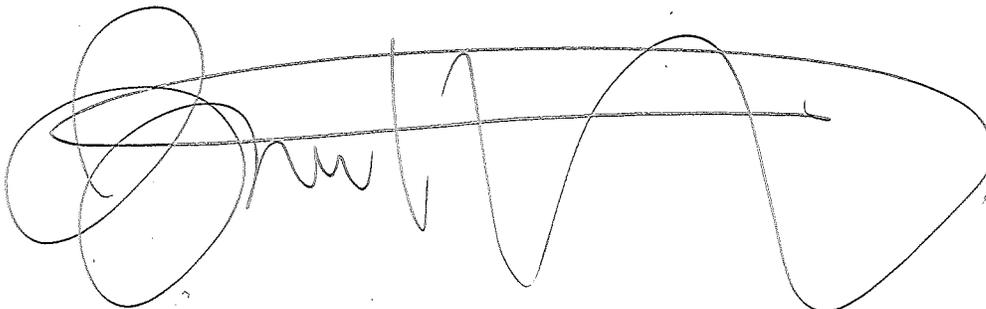
Key Andre was flashing lights from his scanner into Kannekas Face. I witnessed it as Kanneka told him about it. Sovanny noticed that we were in the hallway and told me to talk to Key Andre Davis about the Scanner Lights. Key Andre noticed that Sovanny was talking about him and he asked was she talking about him. I told him she wanted to make sure that you know about the lights on the scanner. He looked upset and walked away. Later in the hallway I saw Key Andre looked angry and upset. He asked me if he could come back to the Slicing Room where people wont judge him or thinks he is a child. I asked him what happen, he said Chad was told to watch over him. Then he started raising his voice so I asked him to come talk in the Sanitation room. I told him I cant have him come back yet until I talk to Benn and CMG. i asked what made him upset and his anger was shown as he tend to swear a couple of times as I told him not to. He was telling me that he has been holding his anger for a while and that was one of his issue. I tried to calm him down a couple of times. As we left the sanitation room, he seemed fine and I told him, ill look into the switching back to the slicing room.

Later on after talking with Key Andre, I tried to call Benn then I called CMG Kelsey after I couldn't get a hold Benn. I have told Kesley about the situation about Key Andre. After done talking with Kesley, I heard someone was speaking very loud and I went to the QA office a noticed Key Andre was trying to confront Sovanny. He was telling her to apologize to him. Sovanny was telling me as he was raising his voice, saying "Bunthy could you get him out of here, I don't know want he want". I could hear Key Andre saying to Sovanny "I need you to apologize to me. Do you not know what you can do to me." I told him lets go talk in the Supervisor's Office. Key Andre said "Bunthy I need her to apologize to me, so I could clear my head." And he said to Sovanny "you cant even look into my eyes, am I not a person?" Key Andre continue to raise his voice telling sovanny to apologize. The 2<sup>nd</sup> time I told him to go talk in the office. He didn't respond back to me as he was ignoring me. So I tried it again as I walked out from the QA office , I saw Benn and I told Benn to come talk with Key Andre and i.

In the Supervisor's Office, I told Key Andre to tell Benn what just happened in the QA Office. Key Andre told us, he wanted a apology from Sovanny. He said she wasn't being professional as a QA for being grumpy. He continued on and off as was his anger. Then Isabel walked in the middle of the conversation as she is the third witness. As Key Andre kept on going, I told to just go home because I don't think he could function in the state of mind.

Do I feel that he didn't follow order as I told him many times to go talk in the office? Yes, I felt he ignored me as he was trying to get Sovanny's attention.

I sent him home because I don't think he could control his anger. I thought of his safety and others.



Bunthy  
Douk  
04/28/16

Documentation from Isabel Garcia regarding incident with KeyAndre Davis on 4/25/16.

Don't have much to say, but this is what I witnessed Bunthy and Ben were in the supervisor office with Key Andres trying to talk to him about a situation that had happen earlier in the morning. Key was not to happy, He was expressing to much anger and he`s tone of voice was up & down. He kept repeating himself over and over at end Bunthy asked him if he needed to take off for the rest of the day. He said yes and left the room looking really upset.

*I Garcia*  
4-28-16