



January 3, 2023

Dionysius Sebwe  
315 4th Ave S.  
St. Cloud, MN 56304

Dionysius,

This letter shall serve as a final formal written warning concerning your insubordination and unacceptable conduct. On Friday, December 30, 2022, you behaved in a disrespectful and disruptive manner. While trying to get the flow wrap fixed, you became argumentative and aggressive with the supervisors on 2<sup>nd</sup> shift. As they tried to talk to you, you kept interrupting them using profanity and telling them that you know everything about the machine and how to fix it and 2<sup>nd</sup> shift doesn't know anything. You also refused to leave when asked to by the Assistant Plant Manager.

You have been counseled on numerous occasions concerning your aggressive attitude. Despite management intervention, you have continually failed to meet reasonable attitude expectations. It is my sincere hope that this corrective measure will cause you to understand the seriousness of your unacceptable level of behavior.

With this letter, I am also clarifying my expectations of you and your interactions with others in the workplace. First, it is my expectation that you will focus on becoming a more professional team player. This means treating all you come into contact with at work in a helpful and courteous manner. Second, you must present any justified criticisms or comments in a sensitive, courteous, and respectful manner. You should also refrain from non-productive, negative body and abusive language when you are given a request or interacting with other coworkers and/or supervisors, as this is rude and unproductive, and it damages team cooperation and productivity. Finally, using profanity, speaking loudly and/or angrily to other staff members will not be tolerated. Professionalism--including professional courtesy and

sensitivity--is an essential component of your current position in all aspects of your work with others.

In summary, I expect you to act professionally at all times, to work well with all co-workers, your supervisors and myself, and to refrain from any non-courteous, insensitive, abusive, or disrespectful language and/or behavior.

Any further unprofessional behavior by you will not be tolerated; and if you treat any supervisor or co-worker with disrespect, you will be immediately released from your assignment at Branding Iron.

I expect you to adhere to these requirements of behavior and performance. If you have questions about these requirements and expectations or if you are in doubt whether a particular behavior is acceptable, I would be happy to meet with you to discuss your questions. I have every confidence that you can meet these expectations.

Sincerely yours,



Mark Reinarts  
Operations Manager

Dionsyus Sebwe

