

Hugh Fendry

From: Kristi Gorden <Kristi@reichelfoods.com>
Sent: Thursday, November 29, 2012 4:18 PM
To: Hugh Fendry
Cc: Mike Schumacher; Kelsey Sikkink
Subject: RE: Meeting w/ Elias Sime

Do you feel we should look on cameras to see if we can see demeanor between the two or are you going to bring them in together?

From: Hugh Fendry [Hugh@corpmgmtgroup.com]
Sent: Thursday, November 29, 2012 3:46 PM
To: Kristi Gorden
Cc: Mike Schumacher; Kelsey Sikkink
Subject: Meeting w/ Elias Sime

Meeting with Elias Sime Nov. 29. 2012 at 1:30 pm Hugh & Kelsey

ES stated he as was about to leave for the evening when NS came up to him and said you are not going anywhere, we need to reset and run another pallet.
ES stated the he told Nick, "the hell I am, I am not going to listen to you "
At that time he said Nick told him to " Fuck off I should slap you" "you are lazy"
ES then walked away angry, went to Sup Office and told Heng what happen and that he was going home. He didn't think it would be a good idea to meet with NS b/c ES was said he felt threatened by NS saying he should slap him
ES said he should have handled it better but did not want things to escalate by meeting together.
ES said it was not his character to act the way he did but he felt provoked by NS
HF asked ES why he did not show up for his appointment on Monday as requested by Kelsey.
ES stated that he was confused in that they were not working and she made the statement to come in before his shift time. When we did contact him later that day he stated he had a car appointment and wanted to reschedule.

ES stated that both he and NS have gotten along fine in the past, never had anything like this happen before and world have no problem going back to work with him.

Meeting Nick Sergot Nov. 29, 2012 @ 2:20 pm Hugh & Kelsey

NS stated that he had been ES's back up for the last month and that ES is always leaving early.
NS was told by Heng that they would have setup again b/c they were short 1 pallet, when he came in and told ES, ES said "the Fuck If I do"
NS then replied you are just being lazy, let's get this thing reset
NS said that ES had been very moody throughout the night, as Mavis told NS that ES was acting grumpy to her and the tray guy on Orics 6 that night.

NS denies that he said he would slap him, he said he is not a violent guy. He did not even saying kidding around. However one thing that did happen was that ES said "GO ahead, do something about it" motioning for NS to hit him, 2 or 3 times he repeated it. NS said "I knew there was a job to do so I kept setting up and ES went to see Heng in the office.

NS said it's really weird b/c he and ES always got along fine in the past, and this kind of behavior had never happen before

NS said I think it was just a bad night, ES was hoping to get out early and when this happen he just blew up.

NS has no problem going back to work with ES, they will get along fine.

Documentation submitted by

Hugh F. Fendry II
w/ Kelsey Sikkink as witness

Please advise:

Hugh F. Fendry II
Human Resources Manager
Corporate Manangement Group
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"your workforce management & staffing experts"

PREPARED BY	
DATE	

1 Past month been working / always leave
2 early.

3
4 Nick repeated what they told him to
5 set up again + Dallas said fuck it
6 do it

7
8 Just being lazy - ^{day}
9 Been really ~~well~~ - Morris stated
10 he was grumpy towards him as well as
11 the tray guy Denis L also.

12 (Shelly Blackwell - I know anything you said)

13 Did not say "I should slap you" but
14 what Black said was - Go ahead
15 do something - like he wanted Nick to
16 hit him - at least 2-3 times.

17 He was aware that there was a job to
18 do + he just went to get set up.
19 at that point ES walked away + went
20 to office -

21
22
23
24 It would be he always got along with him
25 in the past but he blew up + when this
26 took place - never had any trouble like
27 this before -

28 → No trouble going back to work at them.

They are both working today and it is not a good situation. I would suggest calling Elias and telling him not to come to work today?

Let me know before 2:00 pm please,

Thanks

From: Kelsey Sikkink [<mailto:Kelsey@corpmgmtgroup.com>]
Sent: Saturday, November 24, 2012 12:50 PM
To: Peter Drahiem
Cc: Heng Somark; Hugh Fendry; Kristi Gorden; Lisa Campbell; Bunthy Douk
Subject: Re: situation

We will speak to them on Monday.

Kelsey Sikkink
CMG Office Manager

On Nov 24, 2012, at 2:04 AM, "Peter Drahiem" <PeterD@reichelfoods.com> wrote:

No matter what Nick said, Elias was in the wrong and did not even stay in his room long enough to get the line set back up. Also, I spoke with him the last few days again as he has been late again (for an operator), showing today about 8 minutes before the line was set to start. Nick stayed and ran the line and did what he was asked and needed to do without complaining.

From: Heng Somark
Sent: Saturday, November 24, 2012 12:11 AM
To: Hugh Fendry
Cc: Kristi Gorden; Lisa Campbell; Kelsey Sikkink; Peter Drahiem; Bunthy Douk; Heng Somark
Subject: situation

So today we got in to some situation between Elias Sime and Nick Sergot . first of all the line was shut down because we think we got enough for the order but when I go over there I find out we short so I have to ask them to set up everything back to able to finish the order . and it seem like Elias Sime not really happy with it though . and he say he can't stay late today and I understand that I tell him if you can't stay late that is find but just make sure we got everything set up and I will find some body else to run that line when you want to go home . so I ask Nick Sergot , Phearoum Hoes to help him for set up . but when they got over they might say something that why got into fight . and Elias Sime come to tell me about what happened and I try to got nick to come to my office to find the solution for it but Elias Sime refuse to confound nick . because he say they might going to start fighting if nick come over .so and I spoke to nick he say . we still have 1 more pallets to run so maybe you have to stay late . it usually operator have responsible for the line whenever the line done and the operator can go home otherwise they have to stay and finish the job . I understand people have life and family . but work as the leader operator and the supervisor we all have responsible . so I think . HUGH can you explain to him make sure he understand it . and the situation between he and nick . you might have to have some investigation on it . I need your help on that . thank you