



# EMPLOYEE WARNING NOTICE FORM

Employee Name: Fathelrahman Abaker Date: 1/6/22

Supervisor Name: Cham Ouk Hire Date: 1/25/21

- Verbal Warning                       Written Warning                       Final Warning
- Coaching/Counseling Session                       Assignment End                       Termination

**1. Your behavior/actions have been found unsatisfactory for the following reasons:**

- Tardiness     Insubordination
- Damaged Equipment     Failure to Follow Procedure
- Absenteeism     Failure to Meet Performance Standards
- Policy Violation     Poor Work Quality
- Falsifying Company Documents     Other **Misconduct and creating conflict in the workplace**

**2. Details of Unsatisfactory Behavior/Actions:**

On 1/4/22 Tre went to use the restroom and went to the breakroom since the line was on break. He was approached by another employee, Fathelrahman Abaker, who started to yell and ask why Tre took a 25 min bathroom break. Fathelrahman is the line lead and was covering for Tre when Tre went to the bathroom. Fathelrahman was trying to get everyone back to work from break as well. Fathelrahman started yelling at Tre and stated, "you take to long to go to bathroom" and continued to yell at Tre. Tre responded back by stating if Fathelrahman continued to yell at him there was going to be issues. There was witness's that stated Tre told Fathelrahman to get the fuck out of my and if he didn't, he would knock him down. The witness's also stated that Fathelrahman continued to yell and follow Tre around in the break room. As per the video, Tre did try and walk away but did engage in an argument with Farthelrhman as well as Fathelrahman pointing and following Tre in the breakroom with aggressive behavior. Both employees created conflict and showed misconduct towards one another and their co-workers. In the future, when there is an issue, Fatherlrahman will speak to employees in confidentiality and with respect. He will refrain from yelling and speaking to employees rudely in his lead role.

**3. Prior Warnings:**

Notified Upon Hire

**4. The following immediate corrective action must be taken by the employee.**

Any further issues with being disrespectful in the workplace will result in assignment end.

Employee Signature: [Signature] Date: 1/6/22

Note: Your signature on this form means that we have discussed the situation(s).

Manager's Signature: [Signature] Date: 1/6/22

## Susana statement

Fatherahman came to call everyone to go back to work at 2nd break, and then Tre yell at Fatheraman that "get out of face" and then Fatheraman just keep tell people "let's go!" he meant to call people to go back to work. Then Fatherahman start talk to Tre that "you are take too long in the Bathroom, like 25 mins" He keep saying to Tre "you take too long in Bathroom" Tre start to yell at Fatherahma "get the fuck out of my face if you don't I will knock you down" I assume Fathereman didn't understand what tre was saying. I saw all Tre Friends laughing at Fatherahman. That's all what saw and heard from last night

Sesawo Lofee

• Patrick

• ~~The~~ ~~I~~ This guy (Tre) always talk to me with no respect at all.. he always use bad word like "Fuck off" ~~~~~~~~~

• Ajuly

- when I pull the box he talk shit and say fuck you

I seen they were arguing about going back to work,  
Tray said keep your hands out of my face because  
the other guy was pointing in his face and then they  
kept yelling at each other.

Tray Jones

## Kelsey Sikkink

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**From:** Lisa Campbell <Lisa@reichelfoods.com>  
**Sent:** Wednesday, January 5, 2022 6:22 PM  
**To:** Kelsey Sikkink  
**Subject:** Fwd: Sotha and Fatherahman

**Follow Up Flag:** Flag for follow up  
**Flag Status:** Flagged

Lisa Campbell  
Human Resources Manager  
Reichel Foods, Inc.

Begin forwarded message:

**From:** Cham Ouk <Cham@reichelfoods.com>  
**Date:** January 5, 2022 at 4:00:56 PM CST  
**To:** Lisa Campbell <Lisa@reichelfoods.com>  
**Subject:** RE: Sotha and Fatherahman

Yes, Sotha could step in to stop them I will let him know that he can do it without waiting for me even I am not on vacation. And I will explain more to Fartherahman how to deal with employees with any issue.

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**From:** Lisa Campbell  
**Sent:** Wednesday, January 05, 2022 3:41 PM  
**To:** Cham Ouk  
**Subject:** Sotha and Fatherahman

Hi Cham,

I noticed when I was looking into the incident from last night that Sotha was in the hallway watching the confrontation take place. I feel like he could have possibly stepped in and prevented the incident from escalating. Does Sotha know that he can step in at any time even if you are not on vacation?

I know Fatherahman was recently promoted to a lead. Could you coach him on this please- If there is any employee issue that arises, even if it is a minor issue, it is best practice to bring the employee into a private area/office and have another leader with incase the discussion becomes heated.

Thank you for your help!

**Lisa Campbell**  
Human Resources Manager

Reichel Foods, Inc. | 3706 Enterprise Drive SW | Rochester MN, 55902 | Phone: 507.289.7264 | Fax: 507.289.6552 | [www.reichelfoods.com](http://www.reichelfoods.com)

## Kelsey Sikkink

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**From:** Cham Ouk <Cham@reichelfoods.com>  
**Sent:** Tuesday, January 4, 2022 10:31 PM  
**To:** Kelsey Sikkink  
**Subject:** FW: Tre Montgomery threatening to hit Fatherahman Abaker to the ground

**Follow Up Flag:** Flag for follow up  
**Flag Status:** Flagged

Please read below; first send show it fails to delivery to your email.

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**From:** Cham Ouk  
**Sent:** Tuesday, January 04, 2022 10:22 PM  
**To:** Kelsey Sikkink; Lisa Campbell; Holly Johnson  
**Cc:** Peter Draheim; Mike Schumacher  
**Subject:** Tre Montgomery threatening to hit Fatherahman Abaker to the ground

I just want to let you know that Tre's behavior is not accepting at this work place, today at the end of the 2<sup>nd</sup> break he threat to hit Fartherahman to the ground because of Fartherahman keep asking him why he took long restroom break (25 mins) , also I heard other employees complain that he always shows disrespectful behavior toward others. I think his behavior creates unsafe environment around other employee that work around him, and I think it is not a good idea to keep him around.

Also please talk to these employees for taking long rest room break

**Jerrod Saunders**  
**Josephina Okeke**  
**Jagor Akway**  
**Savian Pointer**

Thank you.  
Chamrong Ouk  
Production Supervisor

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*Reichel Foods, Inc. | 3706 Enterprise Drive SW | Rochester MN, 55902 | Phone: 507.289.7264 | Fax: 507.289.6552 | www.reichelfoods.com*

Yesterday @ second Break the machine OP  
asked the other guy why did u take 25 min  
Bathroom Break and the other guy say get the Face  
out my Face before I knock you down the machine OP  
say why you want to knock me down when I only  
ask why you take 25 min Bathroom Break the other  
guy then told the machine OP if I tell you  
to get out my Face again it's gone Be a problem  
Sotna then stepped out and said what's going on  
The then to began explaining what happen on what  
The so mad the machine OP than began to  
tell Sotna that the other take 25 min bathroom  
Break so Sotna ask the other guy to calm  
down and return to work The then said to Sotna  
if he puts his hands in my Face again  
I will knock him down as ~~the~~ were telling Sotna  
~~he~~ would knock him down The supervisor  
Chau walked out to the outside and asked  
everybody to join The were still angry.

The machine OP only ask The why he take 22 min  
Father did nothing wrong

Jerrod