



Reichel Foods, Inc.

Employee Warning Notice

Employee Information

Date: 7/30/2026
 Employee Name: Gabe Paulson
 Job Title: Plant Warehouse Worker
 Manager/Supervisor: Jeremy Meyer

Type of Warning

Verbal Warning ☐
 Written Warning ☐
 Final Warning ☒

Type of Offense

Tardiness/Leaving Early ☐
 Absenteeism ☐
 Violation of Company Policies ☒
 Substandard Work ☒
 Violation of Safety Rules ☐
 Rudeness to Customers/Coworkers ☒
 Other ☐

Details

Description of Incident (Describe incident and list the date, time, and any witnesses present)

Following the verbal coaching on 7/23/26, Gabe has continued to be observed not wearing a required beard net on multiple occasions. Despite being reminded of this expectation, you have failed to consistently comply with this mandatory food safety requirement. The date observed are 7/23, 7/24, 7/27, 7/28, & 7/29.

Failure to wear required personal protective equipment, including beard nets when applicable, is a violation of company policy and food safety standards. Continued noncompliance places product quality, food safety, and regulatory compliance at risk.

Gabe has also had problems with not answering his radio, not communicating with production and the QA's when asking for supplies, not checking to verify pallets are kitted correctly, and throwing materials within the last 3 months.

Plan for Improvement:

Effective immediately, you are expected to:

Wear the required beard net at all times while working in designated production areas.

Follow all food safety and GMP requirements without exception.

Maintain professional conduct in the workplace and have no communication issues moving forward.

Perform all job duties in accordance with company standards and supervisor expectations.

Consequences of Further Infractions:

Consequences of further infractions include increased severity in warnings up to assignment end.

Acknowledgement of Receipt of Warning

By signing this form, you confirm that you understand the information in this warning. You also confirm that you and your manager/supervisor have discussed the warning and a plan for improvement. Signing this form does not necessarily indicate that you agree with this warning.

Employee Signature

Date

Manager/Supervisor

Date

Witness Signature (if employee understands warning but refuses to sign)

Date

Trade secret: confidential commercial information exempt from disclosure pursuant to 5 U.S.C. § 552(b)(4).