

## Kelsey Sikkink

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**From:** Kristi Gorden <Kristi@reichelfoods.com>  
**Sent:** Wednesday, November 20, 2013 2:33 PM  
**To:** Kelsey Sikkink  
**Subject:** FW: Greg Sovinski

*Thank you,*

*Kristi Gorden  
Reichel Foods, Inc.  
Human Resources Director  
(507) 289-7264  
[Kristi@reichelfoods.com](mailto:Kristi@reichelfoods.com)*

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**From:** Ryan Grzanek  
**Sent:** Wednesday, November 20, 2013 2:18 PM  
**To:** Kristi Gorden; Lisa Campbell  
**Subject:** RE: Greg Sovinski

Greg was told last week that he is supposed to be only working in the distribution center. If he is going to go anywhere...over to the plant, his vehicle, on break, leave for lunch, we need to know. Gary and I told him today that from now on when he comes in, regardless of the time, he needs to come to our office and let us know he is here.

I think with everything that has been going on with Greg lately it is safe to say that he is being deceptive and dishonest. He is going to try to work around his start time regardless.

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**From:** Kristi Gorden  
**Sent:** Wednesday, November 20, 2013 2:06 PM  
**To:** Ryan Grzanek; Lisa Campbell  
**Subject:** RE: Greg Sovinski

Thank you Ryan. Can you tell me which location Greg is supposed to report to when he arrives? I think the fact that he is sometime starting at the plant and sometimes at the DC is allowing him to work around his start time. Was it established with him that he is to report to the DC when he arrives and if Gary or you approve, he can check on Chad at the plant?

*Thank you,*

*Kristi Gorden  
Reichel Foods, Inc.  
Human Resources Director  
(507) 289-7264  
[Kristi@reichelfoods.com](mailto:Kristi@reichelfoods.com)*

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**From:** Ryan Grzanek  
**Sent:** Wednesday, November 20, 2013 12:51 PM  
**To:** Kristi Gorden; Lisa Campbell  
**Subject:** Greg Sovinski

This is everything I have saved for my personal records regarding Greg.

I'm new to this, and if you guys have any input on how I should be documenting these incidents differently, please let me know.

Thanks,  
Ryan

Hi

Jeremy came and let me know what was going on. Greg was already gone so I called him and left him a message. I will try to contact him again before I leave today.

Thank you for the documentation Ryan.

**Thank you,**

**Kelsey Sikkink**

**CMG Office Manager**

**507-923-0366**

**507-923-4955**



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**From:** Ryan Grzanek [<mailto:ryan@reichelfoods.com>]

**Sent:** Friday, October 25, 2013 1:08 PM

**To:** Benn Grenz; Jeremy Meyer; Kelsey Sikkink

**Subject:** Greg Sovinski

Pictures of the damaged door/wall that was hit this morning.

After Jeremy and I talked with some other employees that were around during the time of the accident, we're confident that Greg did it.

Greg was practicing on the reach lift all morning, moving pallets around the warehouse.

Greg did come in the office this morning while Emanuel and I were having a discussion and said "I can't do that". Emmanuel said "What the forklift?" "Did you mess something up?" Greg replied "Yea pretty much". Then he didn't say anything else about it. He didn't say he had damaged anything.

About an hour later I told Greg if he wanted to go home early he could, or he could stay. It was up to him. I said if you stay we will be cleaning the warehouse. He is covering at the plant Saturday/Sunday so he said he would still get plenty of hours this week, and would like to go.

On my way over to the plant a short while later is when I noticed the door being bent and the hole in the block.

He is here. He was late.

Thank you,  
Kelsey Sikkink  
CMG Office Manager  
507-923-0366  
507-923-4955



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**From:** Kristi Gorden [<mailto:Kristi@reichelfoods.com>]  
**Sent:** Thursday, November 14, 2013 7:05 AM  
**To:** Kelsey Sikkink  
**Cc:** Gary Lonergan; Ryan Grzanek; Lisa Campbell; Jeremy Meyer; Benn Grenz  
**Subject:** FW:

*Thank you,*

*Kristi Gorden  
Reichel Foods, Inc.  
Human Resources Director  
(507) 289-7264  
[Kristi@reichelfoods.com](mailto:Kristi@reichelfoods.com)*

**From:** Gary Lonergan  
**Sent:** Thursday, November 14, 2013 7:00 AM  
**To:** Kristi Gorden; Lisa Campbell  
**Cc:** Jeremy Meyer; Ryan Grzanek  
**Subject:**

Greg Sovinski is a Know call & a No Show 11/14/13.

*Thank you,*

*Gary Lonergan  
Warehouse Supervisor  
Reichel Foods Inc..  
507-208-0203*

Kelsey told Gary that she wanted us to talk to Greg and find out why he was late and why he didn't call. Kelsey already talked to him earlier in the week regarding the same topics. Greg said that he had overslept and that his phone doesn't get reception in Chatfield where he lives. Gary told him that moving forward no matter what he needs to call one of us if he is going to be late. Greg has been coming in early to help with start up at the plant...sometimes at 4, sometimes at 5, sometimes at 6. I told Greg that from now on he would have a set start time and he could choose which would work best for him. He chose 5AM. Greg said he understood that this was his last chance and any other NCNS, or not calling before 5AM if he was going to be late, would mean assignment end.

On 11/18 Greg called Gary at 5:30AM and said he would be late. Greg was supposed to start @ 5AM. A couple hours later Greg informed me that he did not have his badge with him and that he wasn't able to clock in. I told him that was fine I would just need to know when he got here and when he leaves. He told me he was here at 5:35AM. When I brought this to Gary's attention, he told me that he didn't see Greg until somewhere in the 6-6:30AM range. After HR viewed camera footage from the morning in question it was found that Greg did not come in until 6AM. He sneaked in the warehouse, coming in the back door and not notifying a supervisor that he had showed up over 1 hour late.

Greg was late again today. He did not call in to let a supervisor or CMG no that he would be late.

Gary talked to Kelsey about this before Gary and I had Greg step in the office.

When asked what time he came in, Greg said that he was only a few minuets late, he just forgot to punch in. He told us that before coming to the DC he went over to the plant to see if Chad needed help with start up.

Gary checked the parking lot for Greg's vehicle multiple times around 5 and at approximately 5:15AM he was still not here. After HR checked Greg's punches, the first time he opened a door today was at 5:19AM. Greg's story of being here on time didn't add up. When confronted with this information, Greg did not say anything.

Per Kelsey Gary and I sat down with Greg and told him moving forward his start time will be 6AM. This is his last chance, and any more tardies will result in assignment end. Greg acknowledged.

## Kelsey Sikkink

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**From:** Kristi Gorden <Kristi@reichelfoods.com>  
**Sent:** Wednesday, November 20, 2013 2:37 PM  
**To:** Kelsey Sikkink; Peter Drahiem  
**Cc:** Lisa Campbell; Mike Schumacher; Isabel Rangel; Heng Somark; Bunthy Douk; Jonny Soth  
**Subject:** RE: Jose Luis Garcia

If he leaves though, we do not need to rehire him if the supervisors are not interested in bringing him back.

*Thank you,*

*Kristi Gorden  
Reichel Foods, Inc.  
Human Resources Director  
(507) 289-7264  
[Kristi@reichelfoods.com](mailto:Kristi@reichelfoods.com)*

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**From:** Kelsey Sikkink [<mailto:Kelsey@corpmgmtgroup.com>]  
**Sent:** Wednesday, November 20, 2013 2:15 PM  
**To:** Peter Drahiem  
**Cc:** Kristi Gorden; Lisa Campbell; Mike Schumacher; Isabel Rangel; Heng Somark; Bunthy Douk; Jonny Soth  
**Subject:** RE: Jose Luis Garcia

Hi Peter,

I looked in my records and he in on a last chance for punching in early. The last time he took a leave was for an FMLA leave for his ill wife. I can speak to Hugh and let you know.

Thank you,

**Kelsey Sikkink**  
**CMG Office Manager**  
507-923-0366  
507-923-4955



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**From:** Peter Drahiem [<mailto:PeterD@reichelfoods.com>]  
**Sent:** Wednesday, November 20, 2013 2:09 PM  
**To:** Kelsey Sikkink  
**Cc:** Kristi Gorden; Lisa Campbell; Mike Schumacher; Isabel Rangel; Heng Somark; Bunthy Douk; Jonny Soth  
**Subject:** RE: Jose Luis Garcia

We have discussed this and do not want to hire him back if that is possible? He has left like this before and he is already on a last chance warning. Please let us know what we need to do.

Thank you,

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**From:** Kelsey Sikkink [<mailto:Kelsey@corpmgmtgroup.com>]  
**Sent:** Wednesday, November 20, 2013 2:01 PM  
**To:** Heng Somark; Bunthy Douk; Peter Drahiem; Jonny Soth  
**Cc:** Kristi Gorden; Lisa Campbell; Mike Schumacher; Isabel Rangel  
**Subject:** Jose Luis Garcia

Hi

I have received Jose Luis Garcia TOR for 11/18/13-1/1/14 due to an emergency in Mexico. I have called and left him a message that we were unable to approve the leave and when he returns, he would be starting at a new hire date and new hire starting wage. I have notified him to contact me at the CMG office before he can return to work.

Thank you,

Kelsey Sikkink

CMG Office Manager

507-923-0366

507-923-4955



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