



# Reichel Foods, Inc. Employee Warning Notice

### Employee Information

Date: 11/7/2017  
 Employee Name: Juan Murillo Figueroa  
 Job Title: Sanitation  
 Manager/Supervisor: Anthony Dahlke

### 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)

On the morning of 11/7/2017 Juan Murillo had used words such as "Snitch" and "Pussy" towards Mark Ferguson. Brian Medes had witnessed this event and stopped it by bring Juan to the Sanitation office. Juan admitted to using these words towards Mark. Juan had stated that he was upset with Mark over an early incident involving Juan's break times and Juan being assigned an extra job task. It was explained to Juan that using such words towards a co-worker will not be tolerated here at Reichel foods.

Plan for Improvement:

*Juan is going to take his time and communicate any and all situations going forward with his supervisors. Juan would like to work and avoid joking around and confrontations with mark.*

Consequences of Further Infractions:

Repeat incidents may result in Suspension and/or Final Warning.

### 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.

*Juan Murillo*  
 Employee Signature

11-8-17  
 Date

*[Signature]*  
 Manager/Supervisor

11-8-17  
 Date

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

11-8-17  
 Date