



Disciplinary Report Form

Employee name: Bethany Johnson	Hire Date: 6/18/14	Job title: Production
Department: Production	Shift: 2nd	Supervisor: Heng Somark

Offense track: Performance issue Work rule violation, **Work rule violated, if any:**

Type of offense: Absenteeism Tardiness Misuse of property/equipment Using property/equipment for personal use Leaking confidential information Theft or fraud Lying or cheating Falsifying company documents Unsafe behavior Eating in undesignated areas Smoking in undesignated areas Posting items without permission Spreading gossip Using vulgar language Horseplay Indecent behavior Bringing weapon onsite Bringing illegal drugs/alcohol onsite Failing to follow instructions Poor work quality Poor work quantity Refusing to work Sleeping on the job Poor hygiene Poor housekeeping Disregarding dress code Other Disruption in the work place Threatening or creating conflict w/ coworkers

Using vulgar language
 Indecent behavior
 Creating conflict w/coworkers

Incident description: (Describe actions, behavior, or incident; date(s); time(s); place(s); witness(es) and his/her observations; impact(s) of actions, behavior, or incident; employee's responses immediately after the incident and other significant conversations; employee's previous related training or counseling; and other relevant facts.)

(See disc report from 8/13/14 regarding incident on 8/12/14)
During Bethany's suspension, and investigation was done and due to Bethany's actions toward her co-worker, the supervisor's decided her assignment would end due to gross misconduct.

Completed by: <i>Kelsey A Sibbick</i>	Date: 8/15/14
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(Shaded area to be completed by Human Resources only.)

Progressive step: <input type="checkbox"/> Oral warning* <input type="checkbox"/> Suspension (unpaid) <input type="checkbox"/> Written reprimand <input type="checkbox"/> Release <input type="checkbox"/> Suspension (paid) *File apart from personnel files and copies thereof	Previous warnings: Type: Offense: Date: Type: Offense: Date: Type: Offense: Date:
<input checked="" type="checkbox"/> Termination	

Consequence if incident occurs again: n/a

Human Resources Signature(s): <i>Kelsey A Sibbick</i>	Date: 8/15/14
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Employee statement: I agree with the incident description above. I disagree with the incident description above. **Date report presented to employee:**

Employee comments: (Attach sheets if necessary.)

Employee acknowledgement: My signature acknowledges that I have received this report and that it has been discussed with me. I understand that my signature is not an admission of the incident or offense. I understand that I may appeal this report by filing a Discipline Complaint Form.

Employee signature: <i>Bethany Johnson</i>	Date: 8/15/14
Witness signature (if any):	Date:
Signature of person presenting report: <i>Kelsey A Sibbick</i>	Date: 8/15/14



Disciplinary Report Form

Employee name: Bethany Johnson	Hire Date: 6/18/12	Job title: Production
Department: Production	Shift: 2nd	Supervisor: Heng Somark

Offense track: Performance issue Work rule violation, **Work rule violated, if any:**

Type of offense:

- Using vulgar language
- Indecent behavior
- Creating conflict w/coworkers

Incident description:

On 8/12/14 at 3:50pm in the Rotary Room.

Issias came to HS and BD and said that he had a situation with Bethany J. He said Beth kept on saying things (F*** you. Leave me alone) to him and gave him a middle finger. Gisma was the witness to see this also.

Mike and Bunthy looked at the camera and didn't see anything. Issias was cleaning the video jet and they could see her doing her job but turning her back towards Issias.

Bunthy and Heng brought Bethany into the Office. Beth told BD and HS "You guys need to do something to him (Issias). I don't know who the person and what is his problem is but he keeps on bothering me. He kept on coming next to me." "You guys need to fire him"

BD and HS asked her to confirm if she gave Issias a middle finger. She said "Yes, because he was bothering me." Heng told her that Issias is the Lead and his job is to check both lines. Beth replied "he is not my BF and I have a father."

Bethany said Issias has been rubbing on her for a while now. She gave him the middle finger because she was sick of it. She said we need to do something again to Issias.

I told her that yes we take care of it and I don't think it was appropriate for her to give him the Middle Finger. Beth replied "Fine take his side"

I asked her "Do you feel comfortable to go Home?" She said "yes", So we sent her home. Heng mentioned later that Beth asked to go home since at 3pm.

Completed by: <i>Kelsey A Sikkink</i>	Date: 8/13/14
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(Shaded area to be completed by Human Resources only.)

Progressive step: <input type="checkbox"/> Oral warning* <input type="checkbox"/> Suspension (unpaid) <input type="checkbox"/> Written reprimand <input type="checkbox"/> Release <input type="checkbox"/> Suspension (paid) *File apart from personnel files and copies thereof	Previous warnings: Type: Offense: Date: Type: Offense: Date: Type: Offense: Date:
Final warning and 1 day suspension (8/13/14)	

Consequence if incident occurs again: **Assignment end**

Human Resources Signature(s):	Date:
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Employee signature: <i>Bethany Johnson</i>	Date: 8/13/14
Witness signature (if any): <i>Kelsey A Sikkink</i>	Date: 8/13/14

Kelsey Sikkink

From: Bunthy Douk <BunthyD@reichelfoods.com>
Sent: Tuesday, August 12, 2014 5:16 PM
To: Kelsey Sikkink; Lisa Campbell; Kristi Gorden; Mike Schumacher; Hugh Fendry
Cc: Bunthy Douk; Heng Somark; Jonny Soth; Samarth Chea
Subject: Bethany Johnson

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

Today, 3:50pm in the Rotary Room.

Issias came to me and said that he had a situation with Bethany J. He said Beth kept on saying things (F*** you. Leave me alone) to him and gave him a middle finger. Gisma was the witnessed to see this also.

Mike and I looked at the camera and didn't see the anything. Issias was cleaning the video jet and we could see her doing her job but turning her back towards Issias.

We brought Bethany into the Office. Beth told us (Heng and I), "You guys need to do something to him (Issias). I don't know who the person and what is his problems but he kept on bothering me. He kept on coming next to me." "You guys need to fired him"

I asked her to confirmed if she gave Issias a middle finger. She said "Yes, because he was bothering me."

Heng told her that Issias is the Lead and his job is to check both lines. Beth replied "he is not my BF and I have a father."

At this point, we brought Kristi in.

Bethany said the same thing to her while Kristi was asking her questions.

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So we sent her home.

Heng mentioned later that Beth asked to go home since at 3pm.

We Brought issias in to tell his side of the story.

He said did not rub on her. We can look at the camera at anyday.

He said he went to clean the video jet and she said to F###en stop bother her.

Gisma is the witnessed he said.

Kelsey,

Could you look into this?

This has happened before with Bethany.

Thanks

Bunthy Douk
2nd Shift Supervisor
Bunthyd@reichelfoods.com

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2247 / Virus Database: 3955/7526 - Release Date: 08/13/14

Kelsey Sikkink

From: Heng Somark <Heng@reichelfoods.com>
Sent: Tuesday, August 12, 2014 8:55 PM
To: Bunthy Douk; Kelsey Sikkink; Lisa Campbell; Kristi Gorden; Mike Schumacher; Hugh Fendry
Cc: Jonny Soth; Samarth Chea
Subject: RE: Bethany Johnson

I spoke to some of employee that might witness with that incident.

Gisma Tegi said she only see Bethany give the middle figure and she know she said something to ISSIA but she couldn't hear well with the machine and the ear plug. So she not sure what Bethany said. But she make some comment that sometime Bethany get mad with no reason. When she said hi to her she reply back (just leave me alone).

Kowsar Adan she said she didn't aware of anything happen.

Please don't let her come back to work until the investigation complete.

Thank you

From: Bunthy Douk
Sent: Tuesday, August 12, 2014 5:16 PM
To: Kelsey Sikkink; Lisa Campbell; Kristi Gorden; Mike Schumacher; 'Hugh@corpmgmtgroup.com'
Cc: Bunthy Douk; Heng Somark; Jonny Soth; Samarth Chea
Subject: Bethany Johnson

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Kelsey Sikkink

From: Heng Somark <Heng@reichelfoods.com>
Sent: Tuesday, August 12, 2014 11:30 PM
To: Kristi Gorden
Cc: Bunthy Douk; Kelsey Sikkink; Lisa Campbell; Mike Schumacher; Hugh Fendry; Jonny Soth; Samarth Chea
Subject: RE: Bethany Johnson

Just talked to ISSIA he said he walk to the rotary line with the video jet cleaner to clean the video jet and Bethany come to block his way with the middle figure and said (F*** leave me alone) and ISSIA said (are you ok why are you saying like that) Bethany reply back (F*** you) so ISSIA just walk out go to clean the video jet don't say anything back to her. After that he come to let BUNTHY know what was happened.

Thank you

From: Kristi Gorden
Sent: Tuesday, August 12, 2014 10:14 PM
To: Heng Somark
Cc: Bunthy Douk; Kelsey Sikkink; Lisa Campbell; Mike Schumacher; Hugh@corpmgmtgroup.com; Jonny Soth; Samarth Chea
Subject: Re: Bethany Johnson

Heng,

Could you follow up with Issias? It looks like he has a conversation with Bethany during this time. Can you ask what he said to her, what she said to him?

Thanks,

Kristi

Sent from my iPhone

On Aug 12, 2014, at 8:54 PM, "Heng Somark" <Heng@reichelfoods.com> wrote:

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