



Reichel Foods, Inc.

Employee Warning Notice

Employee Information

Date: 1/14/2013
Employee Name: Khadijo Abukar
Job Title: GMP Monitor
Manager/Supervisor: Kendra Adams

Type of Warning

Verbal Warning
Written Warning
Final Warning

Type of Offense

Tardiness/Leaving Early
Absenteeism
Violation of Company Policies *Safety - Horseplay*
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 12/30/12 at approximately 7:28 PM, Khadijo was witnessed to partake in horseplay with another co-worker in the production area. This action is in violation of our Reichel Foods' Safety Policies and is not tolerated.

Plan for Improvement:

Think about actions before carrying out. Know when to involve a Supervisor before a situation escalates.

Consequences of Further Infractions:

Dismissal of responsibilities as a GMP monitor and/or termination

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.

Khadijo Abukar
Employee Signature

01/15/13
Date

K Adams
Manager/Supervisor

1/15/13
Date

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

Date

2012/12/30 PM07:28:45
CAM18_IP_CAM05



Kendra Adams

From: Bunthy Douk
Sent: Wednesday, January 09, 2013 1:07 PM
To: Lisa Campbell; Kristi Gorden; Hugh Fendry; Kendra Adams; Kelsey Sikkink; Heng Somark; Peter Drahiem; Rob Zehnder; Mike Schumacher
Subject: Khadijo A, Bashir and Faduma Situation

Last Night,

I went back the MV2, Khadijo came up to me and said that Faduma and Bashir was arguing. Khadijo also stated that Faduma was throwing trays at Bashir and saying Bashir touched her lower back waist.

Khadijo wanted me to address this issue.

I told her to just go back and just do her job (GMP Monitor) and I will take care of this

When Heng and I spoke with Bashir and Faduma, both stated that it

- Bashir did touched her with the box and said excused me
- Faduma did throw some trays but towards the trash while Bashir was trying to move it
- They didn't have a problem with each other
- Faduma was in tears and didn't know why Khadijo had to go to the office to talk the Supervisor for

I went back to talk to Khadijo.

- She was upset and mad because she felt they are not telling the truth
- It was close to the end of the shift so I sent Khadijo home because I didn't want her to work with the emotions she had

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I am not sure what to say for this situation or who to believe.

Sorry, Hugh, but could you also come talk to them to see whats going on?

Thanks