



Reichel Foods, Inc.

Employee Warning Notice

SQ0014FO

R: 3

Page 1 of 1

Employee Information

Date: 6/25/2026
Employee Name: Martise Thomas
Job Title: North Plant Warehouse
Manager/Supervisor: Peter/Vorng

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 June 18th, 2026 around 9:04 am, employee (Martise T) was driving the forklift and smashed into the bottom pallet of FG but insisted on loading the pallet un-evenly into trailer. When the supervisor saw this, he asked him to correct the matter, but the employee did not admit or listen to any advise. Instead, he tried to shift blame saying it was not his fault. He also tried to argue disrespectfully with the supervisor having a bad attitude, and cursing with the "F" word which is why i moved him from shipping on that day. (Witness Kelvin Chea and Kevin Vong). Also on 06/24/26 employees left the plant twice without clock-out or notify the Leads or Supervisor.

Plan for Improvement:

Improves behavior and respects the leads or supervisor. Also improves, communications, tardiness and attendaces.

Consequences of Further Infractions:

Final waring will be given 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.

Employee Signature

Date

6-25-26

06-25-26

Manager/Supervisor

Date

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

Date