

Kelsey Sikkink

From: Hugh Fendry
Sent: Tuesday, February 19, 2013 6:10 PM
To: Heng Somark; Kristi Gorden
Cc: Bunthy Douk; Peter Drahiem; Rob Zehnder; 'mikes@reichelfoods.com'; Kelsey Sikkink; 'Lisa Campbell'; Hugh Fendry
Subject: RE: nick situation

Feb /19/2013

Nick Sergot & Marwan Sulieman Incident on Feb 17/2013 @ approx. 8:00 – 9:00pm
Hugh Fendry discussed the situation with Heng on 2/18, and met with both NS & MS on 2/19 at approx. 1:45

HF met with MS at 1:45pm on 2/19/13

MS is a machine operator for the MultiVac 1 production line. NS works as the line Supply man.

As the Machine Op, MS is responsible to assure that all lines are running smoothly and that the lines are adequately supplied and not running low or out of supplies as to cause a slow down or shut down in production.

On Sunday 1/19 at approx. 8:00 pm MS noticed that his supply of dip was running low and requested NS to bring in another tub of dip. NS stated that he would have plenty, not to worry about it, MS stated, no I will need some within the next 45 mn so be sure that it is her and I do not run out.

NS did not go to get the dip as requested, and after a 40 mn period the line had to be slowed down so that they would not run all the way out, when MS saw NS he went up to him rather excitedly and stated that NS needed to “go get that dip right now” as we are going to run out, (MS also stated that this was not the 1st time NS did this , it happen 2 or 3 other times.)

NS stated why are you talking to me that way,” I should knock you out right here!” In a very harsh, loud voice.

MS stated you are going to knock me out? Why, how? That is not legal in the USA, I will call the police, that is not allowed in this company either, you are supposed to supply my line and do as I request so the line will stay running, you refused to do that and now I am running out of dip.

NS stated if you talk to me like that again, I will say it again, I will knock you out! “

MS was very upset at this threat and later spoke to NS about it, NS stated that he would not be paying him the \$120 he owed MS as MS borrowed NS some money 3 weeks earlier.

@ that time Peter Drahiem the line Asst. supervisor overheard the discussion and stated that they needed to stop this discussion and were to report to the Supervisor Heng Somark.

As they were going to the office NS repeated to PD that he had made the threat to MS, Heng diffused the situation and told them that they would discuss the incident with the CMG Staffing agency.

Heng sent an email of the situation and Hugh Fendry II started the investigation.

HF met with NS at 2:10pm NS was late as he said he had car trouble

NS came into HF's office and sat down and stated that he knew why he was here,

HF stated, ok, then why don't you tell me what happen.

NS stated that I told Marwan that ...” I will fight with you over this”

NS stated that MS requested the dip, but NS said he is always so nervous about running out and didn't think he would need it

MS later saw NS and told him he needed to get that dip right now or he would run out, NS he had not run out, but NS was mad at the way MS approached him in the excited voice.

NS again admitted that he did make the threat , but that they were friends and he didn't mean it.

At that time NS recalled and related to me about a previous situation where he was in my office with a different EE whom also stated that NS threatened him, EE stated that NS said "I should slap you". At that time NS denied that he said that. NS then stated that I guess that doesn't look good on me now for that either huh?

I (HF)said I did not discipline you for that as I could not prove that you actually said that, but I do have a copy of what I had spoken to you about that day, and told you that if this happen again it would not be tolerated and that you could be termed for it.

I told NS that I would be meeting with his supervisors about my investigation and that he should report to my office before work tomorrow and I would let him know what his status was with RF

NS that he was going to ask Heng for the day off to work on his car,

HF stated that he should take the day off , and that HF would speak with him tomorrow before work.

NS then stated if you are going to talk with Heng, ask him why I am not the Lead in there, he was letting me work towards that position, having me come in early and still asking to help on line sometimes, but then stopped having me help. Why? NS said that he never approached Heng about it but wanted me to ask about it.

HF will be mtg with NS tomorrow 2/20/13 and will be ending his assignment with RF .

Submitted by Hugh F. Fendry II CMG HR Manager

One final request: if we could have a written statement from Peter about his conversation with NS repeating what he said to Marwan tht would be much appreciated. Thanks

From: Heng Somark [mailto:Heng@reichelfoods.com]

Sent: Sunday, February 17, 2013 9:33 PM

To: Hugh Fendry; Kristi Gorden

Cc: Bunthy Douk; Peter Drahiem; Rob Zehnder

Subject: nick situation

So . nick he is my supply guy . so when the operator need something they need to let nick know to grab it for them . so today when we almost run out the dip MAWEN tell need to bring more dip for him he give him 40 minute early to get it ahead up . but nick say hoo you have enough dip you wouldn't run out the dip . but later MAWEN run out the dip and MAWEN feel upset about it and tell him you need to go get dip for me right know we run out the dip . but nick said don't ever talk to me like that again or I will knock you out . can you address him not to threatening people like that . or if he have enough warning or already addressed please let him go . I should talk to him but I think you will be better if you get involve .

Thank you