



Reichel Foods, Inc. Employee Warning Notice

SQ0014FO
R: 2
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SCANNED

Employee Information

Date: 8/30/2013
Employee Name: Sam Chea
Job Title: QA Technician
Manager/Supervisor: Kendra Adams

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 8/29/13, Apple trays were produced with "Apples of USA" on the tray instead of "Apples of Chile". QA is required to check the videojet and perform a cartoner check on the first case that comes off the line after a product changeover. This mistake failed to get recognized for 4 cartoner checks. It resulted in 702 cases of product on HOLD. Disposition of this product as of now, will need to be donated.

Sam expressed that he feels burnt out.

Plan for Improvement:
Take day off for rest when needed. Ask Nary for backup assistance when needed.

Consequences of Further Infractions:

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.

[Signature] _____ 8-30-13

Employee Signature _____ Date
Kendra Adams _____ 8/30/13
Manager/Supervisor _____ Date

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

08-24-13

OPERATIONAL QC CHECK LIST DIPIN STIX APPLIES - CARTONER ROOM 06 for 1S73 pallets
 Code Date: 10-11-13 241
 3 Pallets on hold

TIME (VERY HOUR)	INITIALS:	CARTON CODE DATE	DATE CHARACTERS - SPELLING	DEFECT TRAY (write tray #)	DEFECT FILM (YES/NO)	DEFECT POSITIONING (YES/NO)	DEFECT IN DISPLAY (FILM LEFT AND RIGHT, SIDE UP)?	DATE (Julian Date, 12 of Abuse by Label/liner Serial (Circle One)	MASTER CASE LABEL (Pack when applicable)	CASE CODE DATE	NUMBER PKGS WITH LOOSE FILM/MAKERS (OUT OF 12)	SCANNER WORKING (YES/NO)	PLATE #
3:00pm	SC	11 Oct 2013	241 Conite	27	Yes	Yes	10 11 13	124 P.B	NA	10 11 13	0	Yes	W41663972
4:00pm	SC	11 Oct 2013	241 Conite	27	Yes	Yes	10 11 13	124 P.B	NA	10 11 13	0	Yes	W41663970
4:45pm	SC	11 Oct 2013	241 Conite	27	Yes	Yes	10 11 13	124 P.B	NA	10 11 13	0	Yes	W41663972
5:00pm	SC	11 Oct 2013	241 Conite	27	Yes	Yes	10 11 13	124 P.B	NA	10 11 13	0	Yes	W41663974
5:30pm	SC	11 Oct 2013	241 Conite	27	Yes	Yes	10 11 13	124 P.B	NA	10 11 13	0	Yes	W41663974
6:00pm	SC	11 Oct 2013	241 Conite	27	Yes	Yes	10 11 13	124 P.B	NA	10 11 13	0	Yes	W41663972
7:00pm	SC	11 Oct 2013	241 Conite	27	Yes	Yes	10 11 13	124 P.B	NA	10 11 13	0	Yes	W41663972
7:45pm	SC	11 Oct 2013	241 Conite	27	Yes	Yes	10 11 13	124 P.B	NA	10 11 13	0	Yes	W41663974
8:00pm	SC	11 Oct 2013	241 Conite	27	Yes	Yes	10 11 13	124 P.B	NA	10 11 13	0	Yes	W41663974
8:30pm	SC	11 Oct 2013	241 Conite	27	Yes	Yes	10 11 13	124 P.B	NA	10 11 13	0	Yes	W41663974
9:00pm	SC	11 Oct 2013	241 Conite	27	Yes	Yes	10 11 13	124 P.B	NA	10 11 13	0	Yes	W41663974
9:45pm	SC	11 Oct 2013	241 Conite	27	Yes	Yes	10 11 13	124 P.B	NA	10 11 13	0	Yes	W41663974

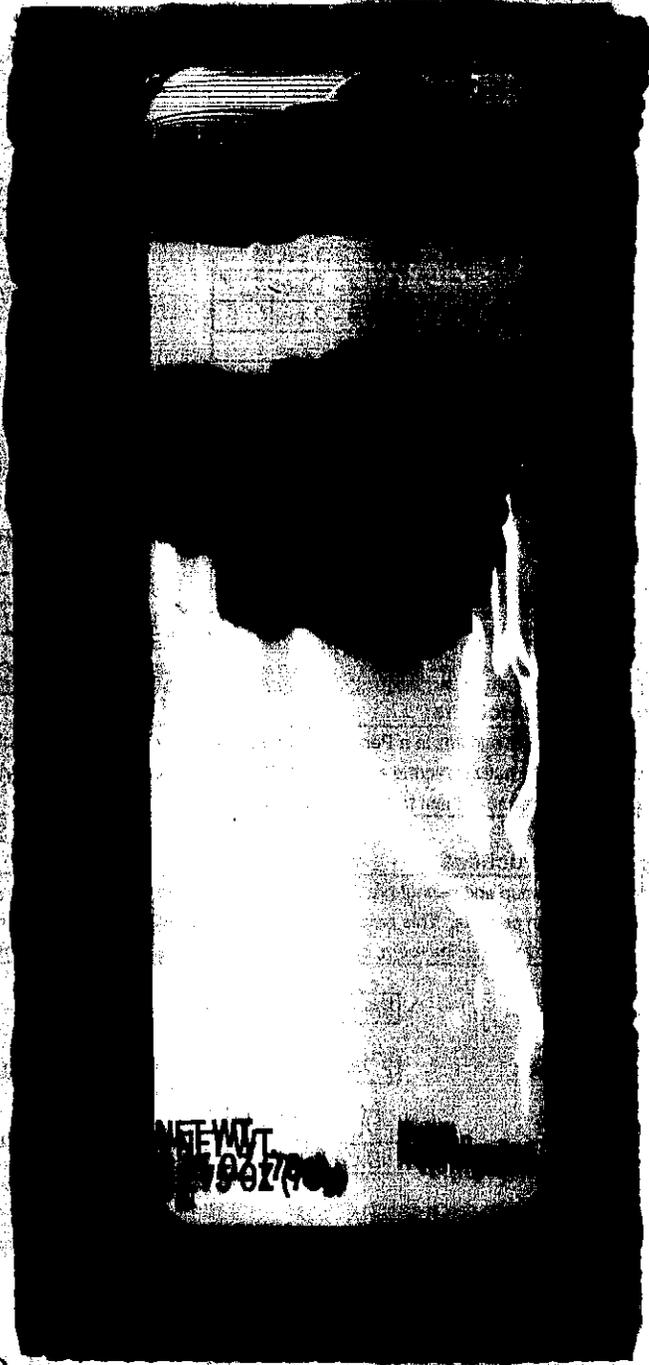
Instructions: Inspect 5 packages per check. Back tray label should be straight, line up with top of the produce compartment and stick to tray. Check is unacceptable, retain product back to last acceptable check.

Changeover Check

Changeover From 124 P.B
 Changeover To 124 P.B
 Time 7:45pm
 Cleanup Type NA
 Correct Case Label? Yes
 Correct New Carton/Card Yes
 Correct Code Date? Yes
 Correct Dip? (TASTE) Yes
 Supervisor/lead [Signature]
 QA Technician [Signature]

Changeover From 124 P.B
 Changeover To 124 P.B
 Time 9:00pm
 Cleanup Type NA
 Correct Case Label? Yes
 Correct New Carton/Card Yes
 Correct Code Date? Yes
 Correct Dip? (TASTE) Yes
 Supervisor/lead [Signature]
 QA Technician [Signature]

Supervisor/lead [Signature]
 QA Technician [Signature]



DIPPIN' STIX® Sliced Apples & Peanut Butter

DIPPIN' STIX® Sliced Apples & Peanut Butter

Nutrition Facts Serv. Size: 1 pkg 2.75oz (78g), Amount Per Serving: **Calories 150**, Fat Cal. 100, **Total Fat 11g** (17% DV), Sat. Fat 2g (10% DV), Trans Fat 0g, **Cholest. 0mg** (0% DV), **Sodium 95mg** (4% DV), **Total Carb. 12g** (4% DV), Fiber 3g (12% DV), Sugars 8g, **Protein 5g**, Vitamin A (0% DV), Vitamin C (4% DV), Calcium (0% DV), Iron (2% DV). Percent Daily Values (DV) are based on a 2,000 calorie diet.

INGREDIENTS: APPLES WITH CALCIUM ASCORBATE, CITRIC ACID AND CALCIUM CHLORIDE. PEANUT BUTTER: DRY ROASTED PEANUTS, SUCROSE, HYDROGENATED RAPESEED AND COTTONSEED OIL, SALT.

ALLERGENS: PEANUTS



Distributed By: Reichel Foods, Inc.
3706 Enterprise Dr. S.W., Rochester, MN 55902
Phone: (507) 289-7264
www.reichelfoods.com



6 49632 00083 7

NET WT
2.75oz

10 Oct 2013 241 15:33 Apples of USA

**Dippin' Stix
Apples & Peanut
Butter**

4103-12



20649632000831
12 ct./2.75 oz.

Packaged by: **Reichel Foods, Inc.**
Rochester, MN 55902 Use by: **10/11/13 241**
Keep Refrigerated Apples of Chile

SB.
over wrote USA
yet did not
notice it should be
chile
3 pallets
put on
hold

QA signed
off also
SC
3:40pm

**Dippin' Stix
Apples & Peanut
Butter**

4103-12

11 Oct 2013 241 17:08 Apples of USA



20649632000831

Packaged by: **Reichel Foods, Inc.**
Rochester, MN 55902 Use by: **10/11/13 241**
Keep Refrigerated Apples of Chile