

Lori,

Matt Heaton and myself tried to sit Ezekial Zinnah down today in an attempt to discuss his behavior. During this attempt, Ezekial did not want to listen to either one of us. We were trying to discuss his disrespect for the leads and supervisors by not listening to them.

To find him a spot, we moved him from the Dimension line to the IQF line due to him not listening to the lead on the Dimension when she would ask him to do something. He would not only refuse to do a different job, he would also argue with the lead about it. The same happened in the IQF area when the lead would ask him to work up on the table and pack boxes. Ezekial only wanted to do what he wanted to do and would argue with other people on the line to make them do the work he didn't want to do.

Ezekial also would argue with me when I would try to talk to him about the need to listen to the leads. He would constantly interrupt me when I would be trying to tell him about listening. Therefore, I had Matt sit in on my conversation with Ezekial today. Again, he would not listen or let either one of us try to explain the issue of him not wanting to take direction from anyone. Since he refused to listen, Matt and I asked him for his badge and dismissed him from his position at 3:40pm on 05/11/2019.

A handwritten signature in black ink, appearing to read 'Mark Reinarts', with a long horizontal flourish extending to the right.

Mark Reinarts
Production Supervisor
BIH

Lori Larson

From: Matthew Heaton <MHeaton@bih-us.com>
Sent: Monday, May 13, 2019 9:14 PM
To: Lori Larson; Mark Reinarts
Subject: Ezekiel Zinnah

On Saturday 5/11/19 Ezekiel Zinnah's employment was terminated. He has been continually belligerent and extremely insubordinate. On several occasions his supervisor has needed to move him to different work stations. He does not seem to be willing to follow department leads instruction, assistant supervisor instruction, supervisor instruction or my instruction as his production manager. On Friday 5/10/19 Ezekiel lashed out and slapped another employees hand knocking product to the floor, this created a fairly intense verbal altercation. Saturday afternoon Ezekiel's supervisor (Mark) and I took him aside, prior to his shift, to once again discuss his inability to get along and his insubordination. Ezekiel became disrespectful and hostile, not wanting to listen to reason. At that time Mark and I agreed that terminating his employment was necessary. We collected his door card, cap and lock.

Matt Heaton

2nd shift Production Manager
Sauk Rapids MN
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