



EMPLOYEE WARNING NOTICE FORM

Employee Name: Sytha Giles

Date: 12/12/17

Manager Name:

- First Warning
- Written Warning
- Other

1. Your behavior/actions have been found unsatisfactory for the following reasons:

- Tardiness
- Damaged Equipment
- Absenteeism
- Policy Violation
- Falsifying Company Documents
- Insubordination
- Failure to Follow Procedure
- Failure to Meet Performance Standards
- Poor Work Quality
- Other: Creating conflict in the workplace and disruption in the workplace.**

1. Details of Unsatisfactory Behavior/Actions:

On 12/11/17 Rothmonee and Sytha were seen and heard having an argument that started in the locker room and proceeded in the breakroom before their shift started. There were numerous other employees getting ready for their shift at this time. Rothmonee and Sytha were yelling at one another across the breakroom and engaging in an argument. At no point did neither party try to end the argument or notify a supervisor. Rothmonee and Sytha have been coached and verbally warned about similar situations between both of them in the past and both agreed they would not engage in this disruptive behavior and if it were to occur would seek a supervisor's assistance.

-Verbal-8/21/17

2. The following immediate corrective action must be taken by the employee.

Failure to do so will result in further disciplinary action up to and including termination.

-Sytha has been reminded of her job expectations and has been spoken to in the past regarding this type of behavior. If this continues, depending on situation, she could receive up to a final or assignment end. In the event there is an altercation with Sytha she will be sent home and further disciplinary action will occur.

Employee Signature: Sytha Date: 12-12-17

Note: Your signature on this form means that we have discussed the situation(s).

Manager's Signature: Kulay Achill Date: 12/12/17

Kelsey Sikkink

From: Bunthy Douk <BunthyD@reichelfoods.com>
Sent: Monday, December 11, 2017 6:09 AM
To: Kelsey Sikkink; Lisa Campbell
Cc: Mike Schumacher; Brittany Laber; Bunthy Douk; Isabel Garcia; Rick Nelson
Subject: Sytha and Roth

This morning, Sytha came to the office and said last Friday, Roth was swearing at her at the MV1 side. Sytha said Sreytauch was the witness.

I spoke with Sreytauch, she said Roth was swearing but didn't know she was talking about Sytha. She told Roth to calm and work.

Again this morning, Sytha and Roth were arguing for 8mins in the locker room. Sytha was talking with Somaly, Roth said she heard Sytha was swearing at here. Both started arguing back.

I send Roth to MV1 and Sytha to MV2, they will need to CMG sometime today.

Thanks,

Bunthy Douk
Production Supervisor

Reichel Foods, Inc. | 3706 Enterprise Drive SW | Rochester MN, 55902 | Phone: 507.289.7264 | Fax: 507.289.6552 | www.reichelfoods.com

A large, handwritten scribble in black ink covers the lower half of the page. The word "Winter" is written in cursive in the center of the scribble. There are two large 'X' marks: one on the left side and one on the bottom right corner of the scribble.