





Reichel Foods, Inc. Employee Warning Notice

Employee Information

Date: 2/2/2015
 Employee Name: Ulliana Nesovic
 Job Title: Sanitation Employee
 Manager/Supervisor: Jamie Sorenson/Darryl Conley/Anthony Paske

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)
 After review of Reichel Foods camera system from 1/29/15, Employee was notified by Sanitation Manager for adequately cleaning an assigned piece of equipment. She only cleaned roughly 20% of the piece of equipment. Employment also put her foot on the top part of the frame of a small table to move it, she kicked it across the room. Ulliana was also then seen dancing around in the room and then instead of squeezing an apple or pushing the apple out of her way on the floor, Ulliana twice kicked an apple across the room. Ulliana's employment is being suspended as of today, and she can return to work on 2/2/15.

Plan for Improvement:
 Employee will be retrained on GMP's and other cleaning expectations. Employee will follow all company policies.

Consequences of Further Infractions:
 Any further infractions of Reichel Foods policies or substandard work will result in 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 2/2/2015

Manager/Supervisor _____ Date 2/2/15

Witness Signature (if employee understands warning but refuses to sign) _____ Date 2/2/15

Who - this does not seem added in mind of EE. not address finding - the off 4 months 5 days.

gone warning to us on 2/2/15.



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SQ0014FO

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Employee Information

Date: 2/2/2015
 Employee Name: Ullana Nesano
 Job Title: Sanitation Employee
 Manager/Supervisor: Jamie Sorenson/Darryl Gonyea/Anthony Baskie

Type of Warning

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- 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)

After review of Reichel Foods camera system from 1/29/15, employee was noticed by Sanitation Manager not adequately cleaning an assigned piece of equipment. She only cleaned roughly 20% the piece of equipment. Employee also put her foot on the top part of the frame of a small table to move it. She kicked across the room Ullana and was also than seen dancing around in the room and then instead of seeing an apple or pushing the apple out of her way on the floor Ullana twice kicked an apple across the room Ullana's employment is being suspended as of today and she can't do any work on 2-6-15.

Plan for Improvement:

Employee will be retrained on GMP's and other cleaning expectations. Employee will follow all company policies.

Consequences of Further Infractions:

Any further infractions of Reichel Foods policies or substandard work will result in 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: *[Signature]* Date: 2/2/2015
 Manager/Supervisor: *[Signature]* Date: 2/2/15
 Witness Signature (if employee understands warning but refuses to sign): *[Signature]* Date: 2/2/15

→ gave warning to us on 2/2/15.

Kelsey Sikkink

From: Jamie Sorensen <Jamie@reichelfoods.com>
Sent: Monday, February 02, 2015 7:36 AM
To: Kelsey Sikkink
Cc: Darryl Conley; Anthony Dahlke; Mike Schumacher; Kristi Gorden; Lisa Campbell
Subject: Ulijana Nosovo,

Kelsey,

Ulijana is being written up and suspended today. She was not scheduled last night or tonight so we have not been able to talk with her. I will be sending the write up along this morning. She has violated our GMP's and inadequately performed some of her assigned job duties. This will all be on the disciplinary form. Please contact her after receipt of the disciplinary. She will be able to return to work on 2/6/15. Let me know if you have any questions. Thank you.

Jamie Sorensen
Sanitation Manager
Reichel Foods
507-289-7264 EXT# 276
jamie@reichelfoods.com

"Success is the sum of small efforts repeated day in and day out."

-Robert Collier

No virus found in this message.

Checked by AVG - www.avg.com

Version: 2012.0.2249 / Virus Database: 4257/8542 - Release Date: 02/02/15

*why do you suspend
outlets:
why not fire?*

Sometime ago - or Daryl - video

Kelsey Sikkink

From: Jamie Sorensen <Jamie@reichelfoods.com>
Sent: Monday, February 02, 2015 12:31 PM
To: Kelsey Sikkink
Cc: Darryl Conley; Anthony Dahlke; Mike Schumacher; Kristi Gorden; Lisa Campbell
Subject: RE: Ulijana Nosovo,

The issues were discovered by me, today, otherwise they would have been addressed on the day that they occurred. She may return to work on 2/6/15. Thanks for the follow up Kelsey!

Jamie Sorensen
Sanitation Manager
Reichel Foods
507-289-7264 EXT# 276
jamie@reichelfoods.com

*"Success is the sum of small efforts repeated day in and day out."
-Robert Collier*

From: Kelsey Sikkink [<mailto:Kelsey@corpmgmtgroup.com>]
Sent: Monday, February 02, 2015 11:53 AM
To: Jamie Sorensen
Cc: Darryl Conley; Anthony Dahlke; Mike Schumacher; Kristi Gorden; Lisa Campbell
Subject: RE: Ulijana Nosovo,

Hi

I have spoken to UN today regarding her warning. She explained that she uses her hands in Zone 1 and the table is in Zone 4 so she has always used her foot/leg to move the table. She is unsure about only cleaning 20% of her assigned machine as she scrubs all of her machines and knows the importance of cleaning the entire machine. As far as the apples and squeegee, she said that sometimes the employees are told to hurry and squeegee and she doesn't want to splash any chemical or anything around so she sometimes uses her foot to get the apples out to the way.

She apologized and never would do anything intentional to jeopardize the quality of food or break any GMP's at Reichel Foods. She was a little concerned that it was not brought up to her right away and is now just being brought up. She said she came to work on Friday and if she did something wrong the night before, she would have like to known so she didn't continue.

I will bring her signed warning over tomorrow morning.

Thank you,
Kelsey Sikkink
CMG Client Services Manager
507-923-0366
507-923-4955

Money by video

Code	Name	DATE	DAY	CTGY.	START	STOP	HOURS	REG	OT1	OT2	OT3	UNPAID	TOTAL	DOLLARS
41672k	Nosova, Ujjana	01/26/2015	MON	WORK	9:56p IL	5:12a OL	7.25	7.25					7.25	
		01/27/2015	TUE	WORK	10:04p IL	5:00a OL	6.95	6.95					6.95	
		01/28/2015	WED	WORK	10:03p IL	7:20a OE	9.30	9.30					9.30	
		01/29/2015	THU	WORK	10:06p IL	5:43a OL	7.60	7.60					7.60	
		01/30/2015	FRI	WORK	10:10p IL	7:53a OE	9.70	8.90	0.80				9.70	
		<i>I happen there</i>												
		EMPLOYEE TOTALS												
							40.00	40.00	0.80	0.00	0.00	0.00	40.80	0.00

Code

Name

why was today - ?

(She scheduled off - 3 days then suspended) 3

[SS]

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