

Lisa Campbell

From: Alfonso Cerda
Sent: Tuesday, February 18, 2020 12:41 PM
To: Jeff Ramaker; Lisa Campbell; Mike Schumacher
Subject: RE: employees wage and new hire for 2nd shift
Attachments: North Plant Wages .xls

Please see below. is this acceptable to all?

Thanks,

Alfonso

From: Cham Ouk <Cham@reichelfoods.com>
Sent: Monday, February 17, 2020 10:37 PM
To: Jeff Ramaker <Jeff@reichelfoods.com>
Subject: employees wage and new hire for 2nd shift

I have some request for these employees below

-**Dun Pann** and **Luon Koeung** have been working here 10 years, and in the summer last year they left the job and went to Cambodia when they came back they apply the job as seasonal, and now the seasonal is done. So can we give them their old pay wage back as Dun Pann before seasonal was **\$13.50/hour**, and Luong Koeung was **\$13.00/hour**? I think this is fine based on the fact that the starting wage is now \$12.

-**Gastrita Silidor** was Machine operator and back up line lead with seasonal pay , I promised her that when the seasonal done I will make her as Machine operator and give her **\$14.00/hour**. So can we give her **\$14.00/hour** and promote her to Machine operator? Fine by me

-**Chanthy day** came to me last week said that is not unfair for her that some people get more pay than her and she work longer than them . chanthy has been working here 10 years and she is very good worker never called in or take long vacation , she is always here to work . she came to me and asked me can she get at least \$15.00/hours? She told me that her friends asked her to work somewhere else but she like this job and doesn't want to go anywhere. Can we get her at least **\$15.00/ hour**? We already lost a lot of people and I don't want the good worker like her leave this job like others. She just got raised to \$14.50. Does she know this and is she still wanting \$15? Jeff, did you/supervisors inform the employees in the spreadsheet that they are getting raises as of Monday 2/17/20?

Please consider all these requests.

Also, we need to hire more people who can lift up to 40 lbs. we need 4 more employees to fill **the Bin filler and Palletizer position**. Right now our line lead and MO rotate each other for those positions. Right now we don't have enough people for all positions in the line. Please hire 4 or more people to fill the position we need. **We people who can lift up to 40lbs**. Lisa, are we actively hiring or is this a new request for you?