

EMPLOYEE WARNING NOTICE FORM

Employee Name: Angok Goch Date: 10/6/2020

Supervisor Name: Jeff Ramaker Hire Date: 96/29/2020

- Verbal Warning Written Warning Final Warning
 Coaching/Counseling Session Assignment End Termination

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

- Tardiness Insubordination
 Damaged Equipment Failure to Follow Procedure
 Absenteeism Failure to Meet Performance Standards
 Policy Violation Poor Work Quality
 Falsifying Company Documents Other

2. Details of Unsatisfactory Behavior/Actions:

* Unexcused absence on 10/3/2020, 10/4/2020 and 10/5/2020

3. Prior Warnings:

8/10/2020 – notification for attendance

9/1/2020 – verbal for attendance

9/4/2020 – verbal for attendance

9/22/2020 – verbal for attendance

9/25/2020 – Written for attendance

4. 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.

Go 2 months without calling in. Failure to do so could result in possible written warning / possible final warning.

Employee Signature: *f. Colson* Date: 10/09/20

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

Manager's Signature: *J. Ramaker* Date: 10/9/20

EMPLOYEE WARNING NOTICE FORM

Employee Name: Angok Goch Date: 11/30/2020

Supervisor Name: Jeff Ramaker Hire Date: 6/29/2020

- Verbal Warning Written Warning Final Warning
 Coaching/Counseling Session Assignment End Termination

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

- Tardiness Insubordination
 Damaged Equipment Failure to Follow Procedure
 Absenteeism Failure to Meet Performance Standards
 Policy Violation Poor Work Quality
 Falsifying Company Documents Other

2. Details of Unsatisfactory Behavior/Actions:

Unexcused absence on 11/28/2020 and 12/2/2020

3. Prior Warnings:

- 8/10/2020 – notification for attendance
9/1/2020 – verbal for attendance
9/4/2020 – verbal for attendance
9/22/2020 – verbal for attendance
9/25/2020 – Written for attendance
10/3/2020 – Written for attendance
10/4/2020 – Written for attendance
10/5/2020 – Written for attendance
10/24/2020 – Written for attendance
10/26/2020 – Written for attendance
11/4/2020 – Final for attendance
11/5/2020 – Final for attendance
11/10/2020 – Final for attendance
11/17/2020 – Final for attendance

4. 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.

Go 2 months without calling in. Failure to do so could result in possible final warning / possible assignment end.

Employee Signature: _____ Date: _____

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

Manager's Signature: _____ Date: _____

NCNS to office to sign - Filed on 12/4/2020

EMPLOYEE WARNING NOTICE FORM

Employee Name: Angok Goch Date: 11/11/2020

Supervisor Name: Jeff Ramaker Hire Date: 6/29/2020

- Verbal Warning Written Warning Final Warning
 Coaching/Counseling Session Assignment End Termination

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

- Tardiness Insubordination
 Damaged Equipment Failure to Follow Procedure
 Absenteeism Failure to Meet Performance Standards
 Policy Violation Poor Work Quality
 Falsifying Company Documents Other

2. Details of Unsatisfactory Behavior/Actions:

Unexcused absence on 11/17/2020

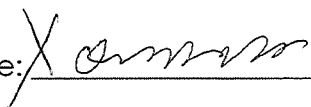
3. Prior Warnings:

8/10/2020 – notification for attendance
9/1/2020 – verbal for attendance
9/4/2020 – verbal for attendance
9/22/2020 – verbal for attendance
9/25/2020 – Written for attendance
10/3/2020 – Written for attendance
10/4/2020 – Written for attendance
10/5/2020 – Written for attendance
10/24/2020 – Written for attendance
10/26/2020 – Written for attendance
11/4/2020 – Final for attendance
11/5/2020 – Final for attendance
11/10/2020 – Final for attendance


4. 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.

Go 2 months without calling in. Failure to do so could result in possible final warning / possible assignment end.

Employee Signature:  Date: _____

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

Manager's Signature:  Date: _____

EMPLOYEE WARNING NOTICE FORM

Employee Name: Angok Goch Date: 11/5/2020

Supervisor Name: Jeff Ramaker Hire Date: 6/29/2020

- Verbal Warning Written Warning Final Warning
 Coaching/Counseling Session Assignment End Termination

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

- Tardiness Insubordination
 Damaged Equipment Failure to Follow Procedure
 Absenteeism Failure to Meet Performance Standards
 Policy Violation Poor Work Quality
 Falsifying Company Documents Other

2. Details of Unsatisfactory Behavior/Actions:

Unexcused absence on 11/4/2020

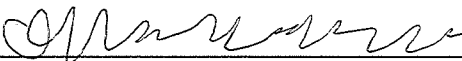
3. Prior Warnings:

8/10/2020 – notification for attendance
9/1/2020 – verbal for attendance
9/4/2020 – verbal for attendance
9/22/2020 – verbal for attendance
9/25/2020 – Written for attendance
10/3/2020 – Written for attendance
10/4/2020 – Written for attendance
10/5/2020 – Written for attendance
10/24/2020 – Written for attendance
10/26/2020 – Written for attendance

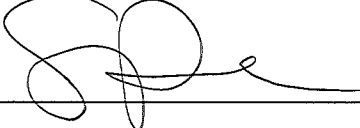
4. The following immediate corrective action must be taken by the employee.

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

Go 2 months without calling in. Failure to do so could result in possible written warning / possible final warning.

Employee Signature:  Date: 11/5/20

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

Manager's Signature:  Date: 11/5/20

EMPLOYEE WARNING NOTICE FORM

Employee Name: Angok Goch Date: 9/28/2020

Supervisor Name: Jeff Ramaker Hire Date: 9/29/2020

- Verbal Warning Written Warning Final Warning
 Coaching/Counseling Session Assignment End Termination

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

- Tardiness Insubordination
 Damaged Equipment Failure to Follow Procedure
 Absenteeism Failure to Meet Performance Standards
 Policy Violation Poor Work Quality
 Falsifying Company Documents Other

2. Details of Unsatisfactory Behavior/Actions:

Unexcused absence on 9/25/2020

3. Prior Warnings:

8/10/2020 – notification for attendance

9/1/2020 – verbal for attendance

9/4/2020 – verbal for attendance

9/22/2020 – verbal for attendance

4. 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.

Go 2 months without calling in. Failure to do so could result in possible written warning / possible final warning.

Employee Signature: _____ Date: _____

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

Manager's Signature: _____ Date: _____

Talk to via Phone on 9/28
Informed she needed to call callin line