

EMPLOYEE WARNING NOTICE FORM



Employee Name: Leyla Ikar

Date: 9/30/2025

Supervisor Name: Peter Draheim

Hire Date: 2/17/2020

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

2. Details of Unsatisfactory Behavior/Actions:

Unexcused absence on 9/29/2025.

3. Prior Warnings:

- 8/23/2024- Verbal for attendance
- 9/6/2024- Verbal for attendance
- 11/1/2024- Notification for attendance
- 12/9/2024- Written for attendance
- 1/6/2025- Written for attendance
- 4/7/2025- Written for attendance
- 5/7/2025- Written for attendance
- 6/4/2025- Written for attendance
- 6/27/2025- Written for attendance
- 8/18/2025- Written for attendance

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

Go two months without any unexcused absences or it may result in further disciplinary action.

Employee Signature: Leyla Ikar Date: 9/30/25

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

Manager's Signature: Jellyn Debb Date: 9/30

