

EMPLOYEE WARNING NOTICE FORM



Employee Name: Agwa Oman

Date: 10/1/2025

Supervisor Name: Peter Draheim

Hire Date: 9/12/2023

- 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 9/29/2025 and 9/30/2025

3. Prior Warnings:

- 11/6/2024- Notification for attendance
- 12/30/2024- Notification for attendance
- 3/31/2025- Verbal for attendance
- 4/14/2025- Written for attendance
- 5/6/2025- Written for attendance
- 5/27/2025- Written for attendance
- 5/30/2025- Written for attendance
- 6/23/2025 and 6/24/2025- Written for attendance
- 7/7/2025- Written for attendance
- 7/21/2025 and 7/22/2025- Written for attendance
- 7/28/2025- Written for attendance
- 8/4/2025- Written for attendance
- 8/13/2025- Written for attendance
- 8/19/2025- Written for attendance
- 8/26/2025- Written for attendance
- 9/3/2025- Written for attendance
- 9/9/2025- Written for attendance
- 9/26/2025- 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: AGWA OMAN Date: 10-08-2025

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

Manager's Signature: Kelly McSutta Date: 10-8-25

EMPLOYEE WARNING NOTICE FORM



Employee Name: Agwa Oman

Date: 10/1/2025

Supervisor Name: Peter Draheim

Hire Date: 9/12/2023

- | | | |
|--|--|---|
| <input type="checkbox"/> Verbal Warning | <input type="checkbox"/> Written Warning | <input checked="" type="checkbox"/> Final Warning |
| <input type="checkbox"/> Coaching/Counseling Session | <input type="checkbox"/> Assignment End | <input type="checkbox"/> Termination |

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

- | | |
|---|--|
| <input type="checkbox"/> Tardiness | <input type="checkbox"/> Insubordination |
| <input type="checkbox"/> Damaged Equipment | <input type="checkbox"/> Failure to Follow Procedure |
| <input checked="" type="checkbox"/> Absenteeism | <input type="checkbox"/> Failure to Meet Performance Standards |
| <input checked="" type="checkbox"/> Policy Violation | <input type="checkbox"/> Poor Work Quality |
| <input type="checkbox"/> Falsifying Company Documents | <input type="checkbox"/> Other |

2. Details of Unsatisfactory Behavior/Actions:

Unexcused absence on 10/1/2025

3. Prior Warnings:

Notification-11/6/24 and 12/30/24

Verbal warning-3/31/25

Written warning-

4/14/25,5/6/25,5/27/25,5/29/25,5/30/25,6/23/25,6/24/25,7/7/25,7/21/25,7/22/25,7/28/25,8/4/25,
8/13/25,8/19/25,8/26/25,9/3/25,9/9/25,9/26/25,9/29/25,9/30/25

Final-10/1/25

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

Agwa will need to show improvement with his attendance. He has exceeded the attendance policy. We will need to see him no call in for 5 months. If he does call in, his assignment may end.

Employee Signature: AGWA OMAN Date: 10-08-2025

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

Manager's Signature: Kelcy M Suttle Date: 10-8-2025

