

EMPLOYEE WARNING NOTICE FORM



Employee Name: Cosmas Nyatwori

Date: 10/22/2025

Supervisor Name: Peter Draheim

Hire Date: 10/29/2021

- 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 tardiness on 10/21/2025.

3. Prior Warnings:

- 11/12/2024- Notification for tardiness
- 11/15/2024- Notification for tardiness
- 1/6/2025- Notification for tardiness
- 3/19/2025- Notification for tardiness
- 3/24/2025- Notification for tardiness
- 4/15/2025- Notification for tardiness
- 6/23/2025- Verbal for tardiness
- 10/8/2025- Notification for tardiness
- 10/17/2025- Written for tardiness

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: *[Signature]* Date: 10-22-25

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

Manager's Signature: *[Signature]* Date: 1-22-25