

# EMPLOYEE WARNING NOTICE FORM



Employee Name: Andre Fontaine

Date: 12/22/2025

Supervisor Name: Peter Draheim

Hire Date: 10/21/2025

- 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 12/19/2025.

**3. Prior Warnings:**

Notified upon Hire  
12/18/2025- 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:  Date: 12/22/25

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

Manager's Signature:  Date: 12-22-25