

EMPLOYEE WARNING NOTICE FORM



Employee Name: Jacob Biar

Date: 5/14/26

Supervisor Name: Peter Draheim

Hire Date: 9/18/2024

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|--|--|---|
| ☐ 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 5/12/2026.

3. Prior Warnings:

Notified upon Hire

5/5/2025- Notification for attendance

5/14/2025- Notification for attendance

9/5/2025- Notification for attendance

10/7/2025- Notification for attendance

11/20/2025 and 11/21/2025- Verbal for attendance

12/17/2025, 1/13/26, 2/4/26, 2/6/26, 2/12/26, 3/1/26, 3/5/26, 3/10/26, 3/17/26, 3/19/26, 3/26/26,

3/30/26, 4/8/26 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: 5/21/26

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

Manager's Signature: _____ Date: _____