



EMPLOYEE WARNING NOTICE FORM

Employee Name: Jon Pawlowski

Date: 6/15/2026

Supervisor Name: Dave Kauder

☐ First Verbal Warning

☐ Second Warning

☒ Final Warning

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

☐ Tardiness to workstation

☐ Insubordination

☐ Damaged Equipment

☐ Failure to Follow Procedure

☐ Absenteeism

☐ Failure to Meet Performance Standards

☒ Policy Violation

☐ Poor Work Quality

☐ Falsifying Company Documents

☐ Other

Details of Unsatisfactory Behavior/Actions:

On Friday, June 12, 2026, your supervisor observed you engaging in a verbal altercation on the production floor that had the potential to escalate into physical violence. Such behavior is unacceptable and violates workplace conduct expectations.

Workplace violence, including verbal threats, intimidation, or physical altercations, whether occurring on or off the production floor, will not be tolerated. Employees are expected to always maintain a professional and respectful work environment.

The following immediate corrective action must be taken by the employee:

Any further incidents regarding this matter will result in immediate end of assignment.

Employee Signature: _____

Date: _____

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

Manager's Signature: _____

Date: _____