



EMPLOYEE WARNING NOTICE FORM

Employee Name: **Paul Sadlo**

Date: **4/13/23**

Manager Name: **Jenny Vanderwerf**

First Warning **Second Warning** **Final**

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

- Tardiness
- Damaged Equipment
- Absenteeism**
- Policy Violation
- Falsifying Company Documents
- Insubordination
- Failure to Follow Procedure
- Failure to Meet Performance Standards
- Poor Work Quality
- Other

1. Details of Unsatisfactory Behavior/Actions: **Paul has 8 unexcused tardies since his hire date of 1/13/23. Good Communication is important as well as Punctuality and Regular attendance are important to productivity and establishing a good work record. When others must cover for your absences, the workload is increased, and performance is compromised. Excessive absenteeism disqualifies you from future raises as well as earning bonuses.**

2. The following immediate corrective action must be taken by the employee.
Paul needs to be here on time for his scheduled shift unless excused by his supervisor. To avoid further discipline up to and including Release of Assignment from Branding Iron, Paul must improve his attendance and tardiness immediately.

Employee Signature: Paul B Sadlo Date: 4/13/23

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

Manager's Signature: [Signature] Date: 4/13/23