



EMPLOYEE WARNING NOTICE FORM

Employee Name: Sheriff Kalleh

Date: 5/29/2026

Supervisor Name: Dave Kauder

☒ First 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:

It was observed multiple times on Wednesday, 05/27/2026, that Sheriff was not following proper safety protocols while operating machinery. Specifically, Sheriff failed to lock the luggers into place on the lugger lift, causing them to fall off during lifting operations.

This presents a major safety hazard, as anyone positioned underneath the lift at the time could suffer serious injury or potentially death if a lugger were to fall on them.

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

Sheriff must follow all proper procedures and safety protocols while working on the production floor to prevent injury to himself or his coworkers. Failure to correct this action immediately will result in end of assignment.

Employee Signature: _____

[Handwritten Signature: Sheriff Kalleh]

Date: _____

6-1-26

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

Manager's Signature: _____

[Handwritten Signature: Dave Kauder]

Date: _____

6-1-26