



Dated: March 11, 2020

WARNING LETTER

To,

Name: Zohaib Hassan Raja

E.ID: APD-0129

Designation: Litigation & Collection Officer

Dept.: WC Collections

Location: Karachi

In accordance with the policy, this is a letter of warning. This action is based on your (list performance deficiencies and/or unaccepted behaviors).

Reason: Disobedience Intoxication Tardiness Foul Language
 Low performance Misuse of Equipment Other

Explain Reason: Due to poor performance in the 1st week of March, 2020.

This act of yours as mentioned above constitutes misconduct as per the certified Standing orders of the company.

I agree to the warning that has been given to me, which had its validity and is being handed out with a way to rectify myself, as how I may refrain myself committing to any mistakes in the future.

A handwritten signature in blue ink, appearing to read 'Zohaib Hassan Raja'.

Employee Signature

Issued By: Urooj Alfred

Department Head: A handwritten signature in blue ink, appearing to read 'Urooj Alfred'.

Team Lead: A handwritten signature in blue ink, appearing to read 'Urooj Alfred'.