



Dear Walter Ngwenya:

*Re: Written Warning*

On 16 August 2018, you failed to report for the scheduled compulsory Power Rangers morning briefing at 9:30 am. You did not notify the any team member of your absence well in advance, only posting in the WhatsApp group 28 minutes before. Furthermore, you have been failing to communicate your absences or to notify your project members of your absence on any given date. This conduct is unacceptable and will not be tolerated by the Power Rangers Partnership.

It is worth pointing out that you did mention that you will not be able to attend every day of the week and the team accepted your plea on certain conditions. A review of your record indicates that you have failed to report to work without notice or justifiable excuse on several occasions in the past. In the past 7 working days, you were absent in this manner on 5 other occasions. On several of those occasions, you had to be engaged by your team leader and did not take the initiative of letting your team members aware of every absence.

In light of the foregoing, we see no interest in the Nhaka project on your part and thus have no choice but to issue this written warning. We trust that this discipline will ensure that you correct your behavior in the future.

However, please note that if you engage in further misconduct of any kind, you may be subject to more severe discipline, up to and including your dismissal from the partnership.

Power Rangers partnership