

17th April 2024

Santhosh C
Emp No: 6101
NO.28B
New Street, Periyagaram,
Chennai-600044.

Subject: Warning Memo - Reg

Dear Santhosh C,

This is further to your poor quality issues related discussion you had with the Project Lead & HR. We would like to recap the key points that have been communicated to you:

- We bring to your attention that your quality and production performance is not up to expectations, where several oral and email warnings have been provided to you but still there is no improvement from your side, You are not taking the complaints seriously & still repeating the same mistakes again, Which is considered to be a serious Misconduct.
- The company's is taking a tolerant approach towards your Process integrity violation, Non-adherence to etiquette and indifferent performance in view of your long standing association with the company, which will otherwise considered to be a serious misconduct.

Though you are allowed to resume your work with immediate effect please consider this as the final warning memo, Where you will be observed for one more week and will be considered for further action as per policy & any such or similar misconduct observed on your part in future will be considered seriously and you will be terminated without any further notice.

For eNoah iSolution India Pvt Ltd.



Karthika K
Human Resources

Acknowledged by
QMS/HR/FM/Warning Letter/Memo/v1