

Date: 06 Feb, 2014

MUHAMMAD HAZIQ BIN ABU BAKAR  
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Dear Mr,

We refer to your explanation in respect of the allegation on j made against you.

After due consideration of your explanation and the investigation into the matter[s], the management has concluded that your explanation is not acceptable for the following reason[s]:

1. j

Therefore, the management has decided to serve you with a **Warning** in order for you to improve. Should you fail to pay heed to this reminder, and if you repeat the same misconduct, the management will take necessary actions, which may include final warning / termination of your service with the company.

Please acknowledge receipt of this letter by signing and returning the attached duplicate copy to us.

Thank you.

Yours sincerely,  
iGEN Technology (M) Sdn Bhd

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MUHAMMAD HAZIQ BIN ABU BAKAR  
Analyst Programmer