



22 April 2025

Nigel Chembe

2316 89 Close Kuwadzana 4

Dear Mr Chembe,

Subject: Termination of Employment During Probation Period

Following a comprehensive review of your performance during your probationary period, we regret to inform you that your employment with Parsales Investments as Urban-eats Restaurant Supervisor is hereby terminated with immediate effect as of 22 April 2025.

During your tenure, it became evident that you failed to meet the critical expectations outlined at the beginning of your probation. Instead of increasing, restaurant sales plummeted significantly under your leadership, resulting in a direct financial impact on the business and reflecting a severe lack of strategic management and initiative.

Additionally, we uncovered multiple instances where operational and sales data were manipulated under your supervision. Such actions breach the fundamental trust essential to our operations and are a direct violation of company policies and ethical standards.

Of further concern were numerous complaints and confirmed reports of employee harassment. Disturbingly, these incidents did not occur privately but took place openly, even in the presence of customers. This behavior not only created a hostile working environment but also tarnished the reputation and public image of our establishment, which we consider completely unacceptable.

You also failed to instill discipline among the staff, resulting in poor coordination, low morale, and a general breakdown in operational standards. Your persistent lack of time management, frequent unpreparedness, and failure to maintain basic organizational control consistently disrupted our daily business activities.

Lastly, and most gravely, it was found that theft of restaurant resources occurred under your supervision. Evidence points not only to your direct involvement but also

to the encouragement or allowance of theft among the staff you were entrusted to manage. Such conduct constitutes gross misconduct and a serious breach of the fiduciary duty you owed to the company.

Given the gravity and breadth of these issues, we have no choice but to terminate your employment effective immediately. Your final paycheck, inclusive of any outstanding dues up to today, will be processed in line with your contract and applicable labor laws. Kindly return all company property and any other issued items, no later than 23 April 2025.

We wish you the best in your future endeavors.

Sincerely,
Shantel Chikowore
General Manager
Parsales Investments