2	MAXIM DE HUM
1000	International Inc.
HUBBNAC	Maximizing Human Ability for the Utim

Δ	TE	OF	SE	ISPENSION.	

RECOMMENDATION April 20,

DATE RETURNED TO WORK

24,

SHIFT: NEED FOR REFRESHER:

£ *	
YES	. [
and the second	1
AHO, BINITON	1.5
SIGNATURE OF EMPI	OVEE

n gard

## NOTICE OF DECISI APPROVED BY:

			IMMEDIATE SUPERVISOR			
Emp. No.	BF- 18177	Date Prepared	CLIENT'S MANAGER Reminder: Iwanan ang ID sa Coordinator bago ang suspens			
Employee Name	Amaro, mank angelo	Case Ref. No.	kunin ito pagbalik after suspension bago mag 8a キーゼのコーリー レ ゴジレ			
Position	Production Associate	Employment Statu	REGULAR			
Dept/Section	PDI section 1 (5108)					
Detelle ef Office						
Details of Offense: Article No.	VIII					
Section No.	VII					
Article Code	offenses awainer work	Business stanbard				
Article Description	was producted to the second control of the s		PROCEDURAS, WORK INSTRUCTION			
	or work practices which i	may or not result ban	ocur of company property			
Nature of Offense	HOH COMPHONCE DUNING ECT PROCES					
Number of Offense	1st offence					
Applicable Penalty	Suspension					
ncident Summary		use fust plate of days				
DECISION:	and due consideration of all relevant info					
	and due consideration of all relevant infor submit your written explanation		: cplanation/hearing/investigation			
homeonia de la companya del companya de la companya del companya de la companya d	ve violated the Company's Code of Cond					
Verbal Warr Written War	ning ning					
Suspension	Without Pay for	days starting from	n to			
ou are advised that this ompelled to give you the	will form part of your 201 file and that she applicable penalty	ould you incur the same offens	e in the future the Company shall be			
repared by:  Mundow  Emic 1- Disprip		Approved by:				
FILLS ( - MOLLIE)		T PO				

Employee Signature/Date

Received by:

F-GEN-003(REV2)1-25-2021



## NOTICE TO EXPLAIN

			production and the production of the production
			DATE 03-18.2
EMP. NAME	Amaro, Mark angelo	CASE NO.	‡-2021-01-0920
POSITION	Production Associak	EMP. NO.	PF-18177
CLIENT	‡ns.	DEPT/SEC	PPI SECTION 1

You are hereby given one hundred twenty (120) hours or equivalent to five (5) working days upon receipt hereof to report to this office and submit a written explanation why no disciplinary action should be taken against you for possible violation of our company rules and regulations and of the Labor Code.

failure to reply within the period stated shall be construed as admission of the violation and/or waiver of your rights to present evidences for and on your behalf thus shall be the basis of the Management's decision.

Alleged Violation (s): (please indicate all possible infractions)

Art	Sec	Article Code	Article Description	Number of Offense	Applicable Penalty
AIII	All	britishs avainct attribunce work Business standard	HAILURE to FOLLOW) BUSINESS  Itanparo OFFRATION PROCEDURES  WORK INSTRUCTION OF WORK PRACTICAL  WHICH MAY OF NOT RESULT DAMAGE  OF COMPANY PROPERTY	157	1-12 PRYS

Specifically and in detail the infraction was:

Based on the submitted Incident Report/document:

last January 20, 2021. associate audited due to did not used tuse plate duning attachment of tuse and For process.

Prepared by		Noted by:	
	Fraie L- REDALD	Ju DS	
The state of the s	Employee's	Acknowledgement	

CC:

201 File

Branch Manager

F-GEN-004(REV2)1-25-2021

2000	1-/-	LERT WRI	TTEN EXPLANA	ATION	
FAS				Control No	: FAIP- 1A-2102
AGENCY Please S	1111		For augabut M. Sangil	K. Hernandez	J.Reyes
Fielde 3	present y.		Audited By:	Checked by:	Noted By:
Name: Position: ID Number: Batch No.:	Amaro, mark Angelo Associate BF-18177 302	Process: Group/Shift: Date/ Time: No. of Offense:	NS A Jan 32 2021/09:00 First Offense	Non-complia	nce Reference/Document Number:
Car Model/Line:	Suzuki YV7 5/02 ils of Audit Findings:	Superior Name:	A. Coloma	FAIP- W	1-PRD-C1-058
dalaware	AKO PG SI MORK Ange y a Kagustuhan Kon 1 Fuse Lamang naman Plate:	granahan ang	a audit sa Kadahilar tambak sa amin Par insert ca RFB-L84A	iong hindi ke ma- a tang napahilis d 140 kaya mirkan	agent no fuse P any aling process dika pa nagaga
		RÉMAR	KS/ EVALUATION		
i-Alert wri	tten only /s suspension(based from h	Agency/F andbook & Memo	ALP Written Only(based of for Major Non-compliance)	n handbook)	
		mo-	K. CANCALANG	no trans	ayon
Employe Date: 02-1-		Staff 2-17-21	Staff Date:	Supervisor Date: 2-17-2041	Manager Date: 2.12.1