FURUKAWA AUTOMOTIVE SYSTEMS LIMA PHILS. INC. Lima Technology Center, Lipa City, Batangas

INCIDENT PEDART CARM

ID Number			DEMI KELOI	KI FUI	KM	
ID Number: 14-01476	Complete Nam Matala, Lou		Section: Suzuki F	inal	Date of Incident: January 19, 2019	Date Issued: January 29, 2019
		Part 1:	(To be filled-in by the Imm	ediate Superi		
			INCIDENT REP	ORT		
	<u></u>					
	•		VIOLATION:			
On January 19, 2019	it was reported	that you were a	llegedly caught doing bu	kumi proces	S Which you are not c	ertified and you are certified
	*					
In view of the above	, please explain	in writing withir	5 days or until February	5. 2019 why	no disciplinary action	n should be imposed on you
		-		on orate ond	amoused obeigiol do	i should be imposed on you ing the process.
The allege offense is	punishable by s	uspension rang	ring from one (1) to five (i) working d:	evs for 1st offense	•
* The state of the			<u> = </u>	, working at	lys for 14 offense.	
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(Please explain-i	n writing within	_ _ hours/days up	on receipt of this report. Fai	leren da ala a		•
			FREQUENCY OF OFF	ENSE	means you have walved	your right to be heard.)
1 st Offense		ense	3rd Offense		4th Ox	
ssued by:		·	O Onorido		4 th Offense	5th Offense
P. Sanci	i .	Noted by:	h/ 1/20	Received by Em	ployee:	Date Received:
Immediate Su	perior	μυ	AROMENA 431)14 Manager	iaurd	es D. Matala	-
Signature over Prin	ited Name	Signature	over Printed Name	Signat	ure over Printed Name	Tanuary 30,2019
		Part 2:	To be filled-in by concerne			
			EXPLANATION		The state of the s	
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120.00	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Ü				
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•	M		Date prepared:)	Date Received:
Laurdes Empl	D. Nota a		January 20, 2019	- Lear	121/19	-
Signature o	ver Printed Name		7 200 00104	Explai	nation received by:	January 30, 2019
				oignati	re over Printed Name	

HALERT WRITTEN EXPLANATION

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	Kemarks/ Evaluation:		
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Control No: FALP-1A-1901-02/			<u></u>

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es ^j	Part	3: (To be filled-in Immediate	e Superior)	
		VALUATION / INVEST	IGATION	
Minor Offen			Suspension D	ismissal
Result of Investi	gation:		<u> </u>	
Aw	are on Memo of Non- Co-	mpliane, authoriz	ation on the proven	a -
Rea	son is always dolay but n	ust a reason to do	MM-umphance ch	no the mindest
-				associate
Cuanantia	RECOW!	MENDATION / CORRE		
Suspension		3/15 to 3/16	Date Returned to w	ork
Dismissal	Effective Date: Offenses	s Against:		
Remarks:			and the second s	
	- <u> </u>	,	FALP	
Issued by:	Recommended by:	Approved	by: 10 21 110	Noted By
	ONOPIO KANATA	E CALLAN MININ	/ (naveral)	Melo
Immedia (Signature of	te Superior Section/ Depart or Printed Name) (Signature over		Human Resources (Signature over Printed Name)	President
Date: 32/12/		V !	(Signature over Primed Name)	(Signature over Printed Name)
07/2	Date: 02/12/19	Date:		Date:
Note: For recommo	ndation of the imposition of lesser penalty of Resource is needed before implementing the	verbal / written warning, aside	from the signature of the immedia	
In case/s of SUSPEN	Resource is needed before implementing the ISION and/or TERMINATION, the President's si	Disciplinary Action	are ordinar than District of the infilledia	are superior & Manager, the
By sign	ing this notice, I am acknowledging that	I have read and understood	d the information in this IR For	m and Thave been
	informe /	ed of the consequences of n	ny action.	
				in the second second
l curde	D. Matala			•
	over Printed Name:			
Date Received:	2/14/19			
				4
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