

# Monthly Exit Interviews Report

August 2025



Video Tour



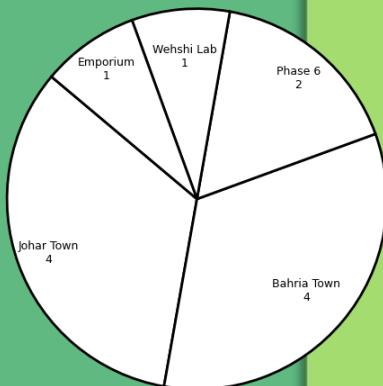
Total Left  
Employees

27

Interviews  
Conducted

12

Branch  
Breakdown



## Disclaimer

The information presented in this report is based on the responses received from participating employees and is intended for internal use only. The report can be verified via [Company's HRDD Dashboard](#). Unauthorized distribution or reproduction of this report is strictly prohibited.

## Unconducted Exit Interviews

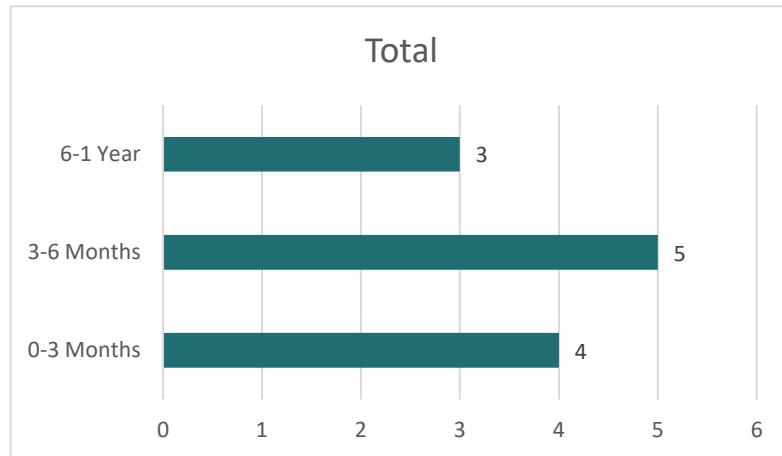
After three rounds of calls, the FOS team was able to collect 12 responses. The reasons and status of the remaining 15 employees, whose exit interviews were not conducted, have been shared in the table.

NAME	DEPARTMENT/BRANCH	STATUS
OWAIS ALI BABUR	WEHSI LAB	POWERED OFF
NOMI NAEEM	WEHSI LAB	POWERED OFF
AMNA RIAZ	JOHAR TOWN	POWERED OFF
SHAH ZAIB	JOHAR TOWN	POWERED OFF
MUHAMMAD USMAN YASEEN	JOHAR TOWN	POWERED OFF
ASAR IQBAL ALVI	JOHAR TOWN	INVALID NUMBER
AQSA RIAZ	JOHAR TOWN	INVALID NUMBER
KAMRAN RAFIQUE	JOHAR TOWN	INVALID NUMBER
NAVEED YOUSAF	JOHAR TOWN	INVALID NUMBER
TANVEER AHMAD	JOHAR TOWN	INVALID NUMBER
SALMAN ALI	JOHAR TOWN	NOT RESPONDING
SYED HAIDER ALI	BAHRIA	FAMILY ANSWERED
MUHAMMAD UMAIR	BAHRIA	INVALID NUMBER
MALIK UMAIR	BAHRIA	INVALID NUMBER
UZAIR SHAHID	PHASE 6	NOT RESPONDING

Sample

## Demographics

### Time Spent with Company

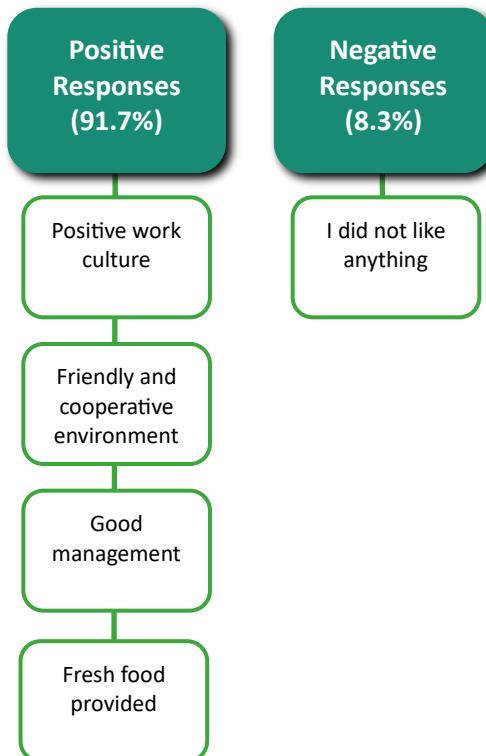


### Designations

Crew x 11

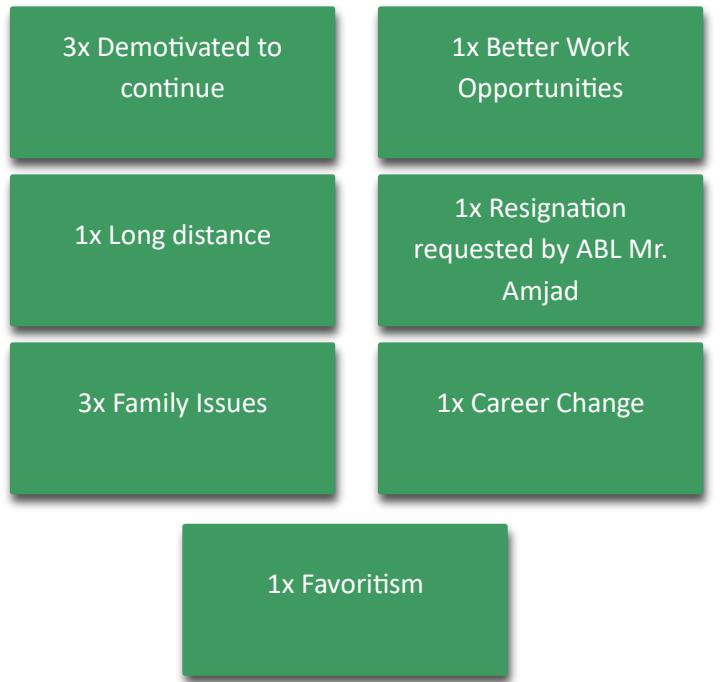
Housekeeper x 1

### What Did You Enjoy Most About Your Time Working Here?

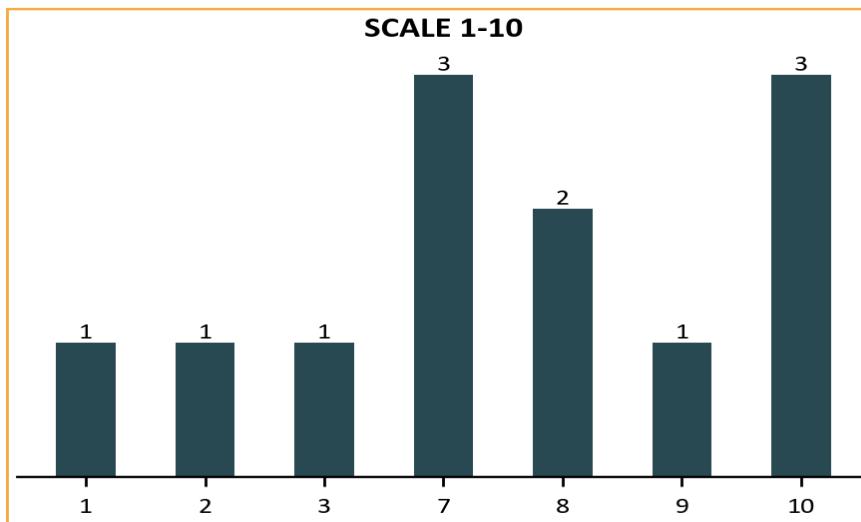


# Fruit of Sustainability

## Why Exactly Are You Deciding to Move on From Our Team?



## On a Scale of 1-10 How Likely Are You to Recommend Johnny Jugnu as a Working Place to Your Friends and Family?



- 1-2 Means very Dissatisfied
- 3-4 Means Dissatisfied
- 5-6 Means Neutral
- 7-8 Means Satisfied
- 9-10 Means Very Satisfied

## What Could We Have Done Better to Retain You?

Improved management practices and adherence to standard operating procedures are crucial for better employee morale and promotion opportunities. (Wehshi Lab)

Senior management, particularly shift managers, require behavioral improvement and effective staff management skills in (Johar Town).

Lack of teamwork and increased backbiting necessitate improved workplace dynamics and collaboration in (Bahria Town).

Providing adequate breaks and relaxation periods for workers is essential to ensure employee well-being and prevent fatigue in (Bahria Town).

Johar Town's kitchen temperature needs adjustment to prevent hygiene issues related to excessive sweating while wearing gloves. (Johar Town)

# Fruit of Sustainability

## Annex 1

Sr. No	Name	Scenario
<b>Johar Town</b>		
1	<b>Naveed Yousaf</b>	<i>Got a good job</i>
2	<b>Aqsa Riaz</b>	<i>Father's health was not good, he had a paralysis attack, I wanted 10 days off, ABL Mr. Amjad did not approve the leaves, HR Manager Asaad visited the branch and said ABL will approve the leaves, but Mr. Amjad asked me to give resign instead.</i>
3	<b>Syed Wasif</b>	<i>I am Pursuing cricket</i>
4	<b>Asar Iqbal</b>	<i>When I first went for training, I was initially made to work in the kitchen for one to two days. After that, I was frequently asked to clean the washrooms and empty the dustbins. Following closing hours, I was also made to do dishwashing for two to three hours, without receiving any overtime payment.</i>
<b>Bahria Town</b>		
5	<b>Ali Noor</b>	<i>Had to go to the village in an emergency, and was terminated for it.</i>
6	<b>Aman Aslam</b>	<i>Shift Manager Mr. Nauman did not grant me leave during my exam days. I had university from 8 AM to 6 PM, followed immediately by duty from 8 PM to 6 AM. Between 11th and 14th August, a theft case occurred in Bahria Town. Even though it was my official day off, I was forced to submit my resignation. I was told that either a FIR would be registered against me or I should resign. The audit team visited after about one and a half weeks.</i>
7	<b>M.Umair</b>	<i>Baba's health was not good, so I had to go to Sahiwal.</i>
8	<b>Syed Haider</b>	<i>My wife was unwell and there was no one else to take care of her. Whenever we finished our tasks and I sat down briefly, Guard Shah Sahib would complain to the managers. On the 24th or 25th of July, around 11 or 12 o'clock, after completing my work, I sat for about 6 to 7 minutes, and the guard reported it to the management.</i>
<b>Phase 6</b>		
9	<b>Umar Fiaz</b>	<i>The management practices favoritism. I reported this to BOH Mr. Sayam, but he responded by saying that I usually sit idle. Mr. Nauman (Nommi) shows a lot of favoritism as well. If someone offers him food or other favors, he gives them preferential treatment. Since the new people plan was introduced, the management's behavior has completely changed, and now I do not feel motivated to work there at all.</i>
10	<b>M. Nauman</b>	<i>JJ branch was 40 KM away and it was difficult for me, the fuel was getting used more.</i>
<b>Wehshi Lab</b>		

## Fruit of Sustainability

<b>11</b>	<b>Owais Babur</b>	<i>Since the new management came, they have been troubling the employees, frequently changing shifts. I raised this issue with Manager Amanullah, who told me to go to BL Mr. Awab. I handed over my resignation to Mr. Awab directly, but he did not forward it by email. Later, Madam Bakhtawar advised me to wait for some time and then review the situation. When I went, I realized that my resignation had still not been emailed. Madam also said that I should meet her, but due to a family issue, I could not. Afterwards, I thought if I went there, the BL might take things personally against me.</i>
<b>Emporium</b>		
<b>12</b>	<b>Nimra Tariq</b>	<i>I am getting married that's why I left the job; I will try to join again.</i>