

Subject: [URGENT] ESOP Project – Deadline this week and behavior correction

Dear Sam,

This is to remind you to submit your work load immediately for the ESOP Project.

As you already knew, you have signed in a contract with Konsento AG to delivery your tasks done by the end of September, 2023, which could give you an incentive bonus that even bigger than your annual salary. Moreover, without your contribution, our website cannot function as expected, which was set from day one. This could lead to, not only you but also us, cannot finish the project on time and affect to the company plans.

Additionally, the team is extremely concerned and curious about your recent behavior. You have missed several meetings this month, including the Review Meeting with the Stake Holders, and you have missed the previous deadlines by several. More importantly, you have been slow to respond when anyone reaches out with questions, even the Product Owner. He is furious about this situation now. For what it's worth, you are in a dangerous situation and could be fired if you do not complete your work this month. The Product Owner spoke to me earlier this week about it. Last but not least, I want to inform you that I have scheduled a meeting next week to dicuss this in person. Please double-check your mailbox to accept the meeting invitation.

Once again, this is the final remind to you that you **MUST ANSWER THIS EMAIL AND SUBMIT** your work before **10:00 AM, Friday, September 29th, 2023**. Otherwise, I may find an alternative solution, such as having the team work overtime to cover your part, which could result in immediate terminate and no benefits as Konsento's policy mentioned.

Best Regards,

Hai-Nam Nguyen

Development Team Leader

Konsento AG | Zurich, Switzerland

nguyen0465@saskpolytech.ca | nick@konsento.ch | 639-525-6426