WRITTEN WARNING NOTICE

Employee's Name _____ Project _____ Date _____

☐ First Notice ☐ Second Notice ☐ Third Notice

Accumulating three written warnings in a 12-month period will result in termination and/or removal from jobsite.

Receiving a second written warning for the same type or similar violation may result in termination or removal.

Employees may be suspended for a period of up to 3-days as determined by management for actions that warrant written warnings. Such actions include the list of "CAUSES FOR IMMEDIATE TERMINATION", pages 2-3 of the PROGRESSIVE DISCIPLINARY POLICY.

Foushée and Associates, Co., Inc. has zero tolerance for violation of fall protection requirements. Violators will be subject to an immediate 3-day suspension with documented retraining required prior to returning to work.

Nature of Violation	Remarks/Instructions
☐ Defective Work	
☐ Safety Violation	
☐ Excessive Absence	
☐ Disruptive Behavior	
☐ Poor Production	
☐ Carelessness	
☐ Poor Conduct	
☐ Defacing Property	
☐ Customer	
☐ Company	

Employee's Signature _____ Supervisor/Project Manager _____

Management Representative _____

☐ Copy to Employee ☐ Copy to Employee Personnel File