

Nov 5th, 2021

Mr. Muhammad Tariq Lodhi,
CNIC # 4320365758827,
UCPO - Saud Abad - 3,
Korangi - Sindh.

Subject: Termination of Employment Contract on account of involvement in Harassment & Dual Job

Dear Muhammad Tariq Lodhi,

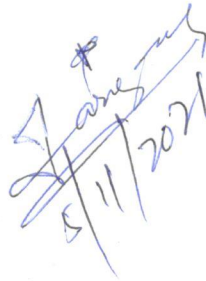
This is with reference to the complaint received dated Nov 4th, 2021 regarding your involvement in harassment in your capacity as Union Council Polio Officer (UCPO) at Saud Abad - 3 - Malir K - Korangi.

It is hereby to inform you that your response to the show-cause notice has been reviewed and found to be unsatisfactory by the competent authority. As per the available evidences, it is clear that you were involved in the harassment of female staff. Moreover, in your response to the show cause letter, you have confessed that you are involved in running a beauty parlor in partnership with the complainant. As per policy, dual job and harassment both fall under the red line area which is marked for zero tolerance. Your actions indicate a sheer violation of the SOPs as well as work ethics and norms.

Therefore, it has been decided to conclude your employment contract with immediate effect; hence making Nov 5th, 2021 your last day of employment with CTC.

Please note that you will be paid remuneration against your services of three (03) days in the month of Nov 2021 and will not be paid any remuneration against the days of suspension. You are directed to return Company's properties that you still have in your possession to your supervisor.

Regards,



HR Department
CHIP Training & Consulting

CC;

Personal File.

CHIP TRAINING & CONSULTING (PVT) LTD.

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