

May 19th, 2023



Mr. Muhammad Nadeem Khan,  
CNIC# 1730172553957,  
UCPO - Khalsa 1,  
Peshawar - KPK.

**Subject: Show Cause Letter on account of Political Involvement**

Dear Muhammad Nadeem Khan,

This is with reference to the complaint received dated May 18th, 2023 regarding your Political Involvement in your capacity as Union Council Polio Officer (UCPO) at Khalsa 1 - City - Peshawar.

It has been reported through reliable sources that you have been arrested by the Police on 16th May, 2023 for the incident of 9th and 10th May, 2023 at Soray Pull / Radio Station during strike of PTI workers. As per policy, Political Involvement and taking part in Strike is a gross misconduct. It is a red line area mark for zero tolerance. You have violated the SOPs of the organization which shows your lack of seriousness in the polio program thus necessitates strict action.

Hence, the undersigned hereby issued Show Cause Letter to you for your unacceptable behavior. You are required to reply within 48 hours from the date of receipt of this letter about why appropriate disciplinary action should not be taken against you for the above omission.

Please note that if a satisfactory response is not received within stipulated time, the management will assume that you are guilty of the said misconduct and have no plausible explanation to offer in your defense.

Regards

A handwritten signature in black ink that reads "Jiyah". The signature is written in a cursive style and is underlined with a single horizontal stroke.

HR Department  
CHIP Training & Consulting

CC;  
Personal File.