[BMC Construction Co.]

EMPLOYEE MEMORANDUM

Date: June 20, 2025 From: Lena Williams

To: Jay Reese

Subject: Tardiness

Our attendance records show that you were late for five consecutive days, dated from June 12, 2025, to June 16, 2025. According to your manager, you failed to provide a clear explanation for your tardiness.

In line with this, we request you to submit an explanation letter within 12 hours upon receipt of this memorandum. Otherwise, the management will be forced to impose sanctions as per company protocols.

Memo For Tardiness And Absences

Siddappa N.Byrareddy

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