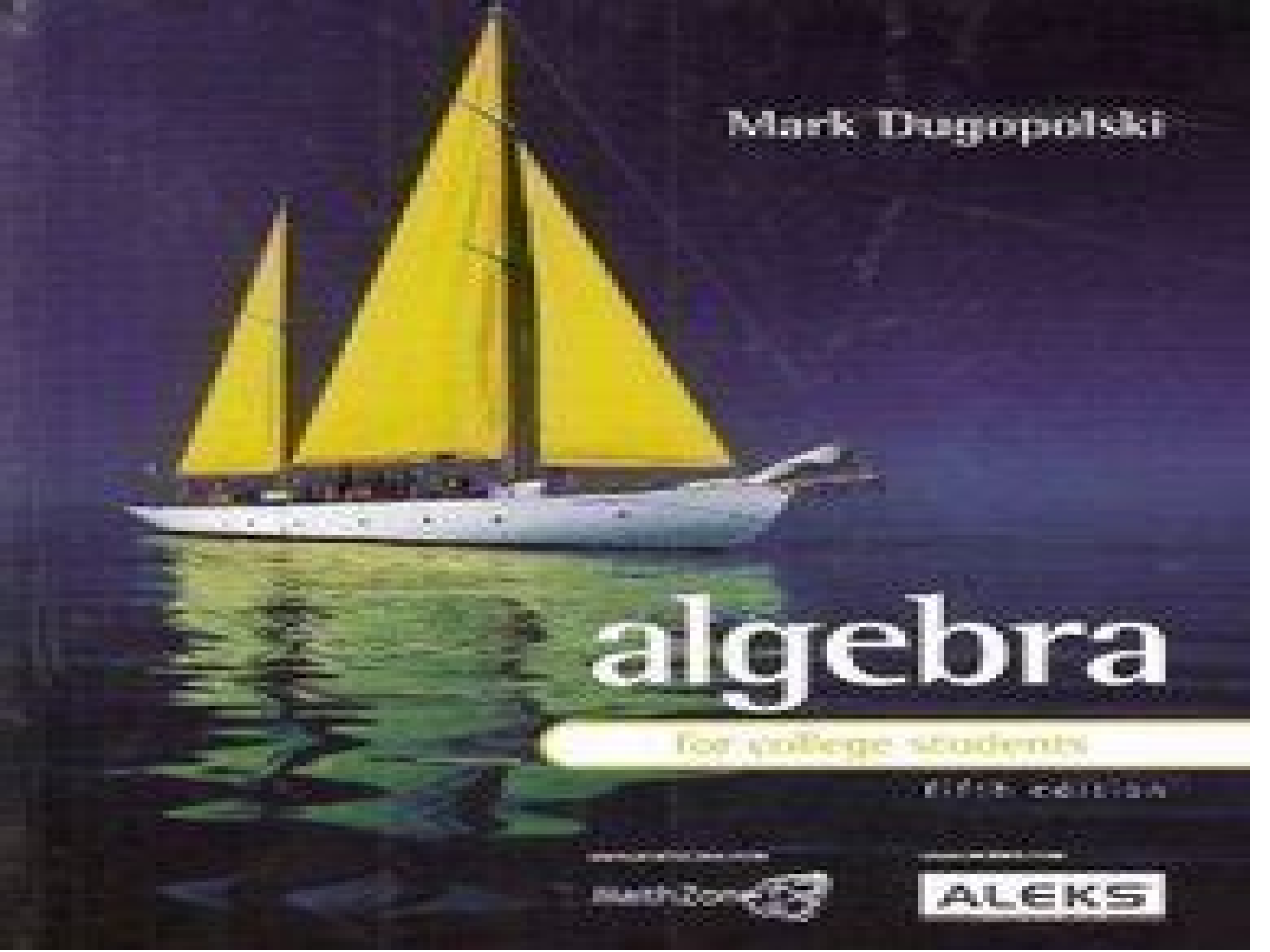




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you write a formal warning to an employee that certain behavior is unacceptable in the working environment and culture which are often already specified in the company's code of conduct