

Dear Saleh I have received your letter, and I have a few points for your consideration because after I read your conclusion it seems that I am the blamed 100%, which is not what really happened. Second as responding to the reasons I got Disciplinary action for : please read my feedback in Yellow 1) Miss dead line to settle my advance : that Happened because I was on emergency leave on 1 SEP 2024 (My wife having labor), recently when I took her to the ER at the hospital they told us that she may have birth on 21 SEP 2024, the next day I told Aseel that I will be in the office to settle the advances, suddenly in 2 SEP 2024, at 2 AM my wife was suffering from unstopped pain, so I took her to the hospital immediately and at 7 AM she had labor my son (ESLAM), and according to Yemeni LAW and RI HR policy I'm entitled to take an interrupted emergency leave, , that didn't happened and Aseel called me and asked me to come on the NEXT day and settle all of my advances "per Suzan pushing" in the same day of the incident 3 Sep 2024 12 PM . I was in a very vulnerable mental state forced to come to work a day after my wife labor then I was welcomed with a very aggressive attitude from Suzan, she insulted my wife by saying that "she doesn't matter" and I lost my temper and acted in a way that I'm ashamed of. I am really shocked that in such an emergency cases we were treated in such humiliated way, in RI we called our self's a Humanitarian organization it's too bad that such senior management treated me in such behavior.