

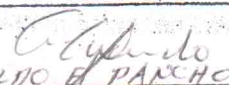


**TOYOTA MOTOR PHILIPPINES CORPORATION**  
**DUE PROCESS FORM - CODE OF CONDUCT**

00000000219

Date: June 25 2010

Time: 10:30 am

<b>A</b>	Team Member <u>Urgel Wenechito</u>	ID # <u>C91014</u>	Position <u>Team member</u>
	Date Hired <u>Nov 9 92</u>	Section / Department / Division <u>Painting 1 / Predn. / Mfg</u>	
<b>B</b>	<b>STATEMENT OF FACTS:</b> (Use additional sheet if space provided below is insufficient.) <u>We refer to the incident wk. occurred last June 5 2010, on or about 9:12pm at the TMP Final Assembly Line. Based on the preliminary investigation jointly conducted by the Human Resources and Production Department regarding the above mentioned incident, it appears that you together with eight other Team members were involved in an incident at the final Assembly Line which disrupted the (op) production operations. You allegedly incited T.M Pablo Sario to abandon his work station at Kaizen Office and to work in the line instead, in defiance of his superiors instruction despite repeated directives from the final Assembly Line supervisory and your line supervisors, you reportedly refused to desist from your acts and to resume your duties at your respective work stations. The disruption led to a critical line stop at the Final Assembly line occurred from 9:16pm ~ 9:34pm (18mins). Similar disruptions like-wise ensued in other areas of production as a direct result of your reported acts. Consequently, the company's production line failed to meet the targeted out put for that</u>		
<b>C</b>	<b>ALLEGED VIOLATION / INFRACTION AND APPLICABLE DISCIPLINARY ACTION</b> <sup>CONT.</sup> <u>particular shift by two vehicle units.</u> <u>Your acts, if proven, constitute serious misconduct or willful disobedience of a lawful order under Article 282 (a) of the Labor Code, as amended. The same likewise constitutes a violation of the following provision in the TMP code of conduct, to wit:</u> <u>C. Against TMP Interest and Policy</u> <u>5. Insubordination or disobedience or neglect to follow company policies/ orders or to perform assigned work.</u> <u>1st offense - Written Warning</u> <u>D. Against Security and Public</u> <u>6. Inciting or participating in riots, disorders, illegal strikes or concerted actions detrimental to TMP's interest.</u> <u>1st offense - Dismissal</u>		
	 <u>ALDO OF PANCHE</u> Signature Over Printed Name (Person who prepared the DPF)		

**Acknowledge Receipt of Notice:**

Printed Name & Signature of Team Member \_\_\_\_\_

Date \_\_\_\_\_

