



basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA

**NATIONAL
SENIOR CERTIFICATE**

GRADE 10

**CIVIL TECHNOLOGY
EXEMPLAR 2016**

MARKS: 200

TIME: 3 hours

This question paper consists of 21 pages, 5 answer sheets and 1 formula sheet.

Grade 10 Civil Technology Memorandum Exemplar 2014

Judd E. Hollander



Grade 10 Civil Technology Memorandum Exemplar 2014:

Discover tales of courage and bravery in Explore Bravery with is empowering ebook, **Grade 10 Civil Technology Memorandum Exemplar 2014** . In a downloadable PDF format (*), this collection inspires and motivates. Download now to witness the indomitable spirit of those who dared to be brave.

https://staging.conocer.cide.edu/results/detail/fetch.php/Hatz_Z790_Wiring_Manual.pdf

Table of Contents Grade 10 Civil Technology Memorandum Exemplar 2014

1. Understanding the eBook Grade 10 Civil Technology Memorandum Exemplar 2014
 - The Rise of Digital Reading Grade 10 Civil Technology Memorandum Exemplar 2014
 - Advantages of eBooks Over Traditional Books
2. Identifying Grade 10 Civil Technology Memorandum Exemplar 2014
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Grade 10 Civil Technology Memorandum Exemplar 2014
 - User-Friendly Interface
4. Exploring eBook Recommendations from Grade 10 Civil Technology Memorandum Exemplar 2014
 - Personalized Recommendations
 - Grade 10 Civil Technology Memorandum Exemplar 2014 User Reviews and Ratings
 - Grade 10 Civil Technology Memorandum Exemplar 2014 and Bestseller Lists
5. Accessing Grade 10 Civil Technology Memorandum Exemplar 2014 Free and Paid eBooks
 - Grade 10 Civil Technology Memorandum Exemplar 2014 Public Domain eBooks
 - Grade 10 Civil Technology Memorandum Exemplar 2014 eBook Subscription Services
 - Grade 10 Civil Technology Memorandum Exemplar 2014 Budget-Friendly Options
6. Navigating Grade 10 Civil Technology Memorandum Exemplar 2014 eBook Formats

- ePub, PDF, MOBI, and More
 - Grade 10 Civil Technology Memorandum Exemplar 2014 Compatibility with Devices
 - Grade 10 Civil Technology Memorandum Exemplar 2014 Enhanced eBook Features
7. Enhancing Your Reading Experience
- Adjustable Fonts and Text Sizes of Grade 10 Civil Technology Memorandum Exemplar 2014
 - Highlighting and Note-Taking Grade 10 Civil Technology Memorandum Exemplar 2014
 - Interactive Elements Grade 10 Civil Technology Memorandum Exemplar 2014
8. Staying Engaged with Grade 10 Civil Technology Memorandum Exemplar 2014
- Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Grade 10 Civil Technology Memorandum Exemplar 2014
9. Balancing eBooks and Physical Books Grade 10 Civil Technology Memorandum Exemplar 2014
- Benefits of a Digital Library
 - Creating a Diverse Reading Collection Grade 10 Civil Technology Memorandum Exemplar 2014
10. Overcoming Reading Challenges
- Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Grade 10 Civil Technology Memorandum Exemplar 2014
- Setting Reading Goals Grade 10 Civil Technology Memorandum Exemplar 2014
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Grade 10 Civil Technology Memorandum Exemplar 2014
- Fact-Checking eBook Content of Grade 10 Civil Technology Memorandum Exemplar 2014
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Grade 10 Civil Technology Memorandum Exemplar 2014 Introduction

Grade 10 Civil Technology Memorandum Exemplar 2014 Offers over 60,000 free eBooks, including many classics that are in the public domain. Open Library: Provides access to over 1 million free eBooks, including classic literature and contemporary works. Grade 10 Civil Technology Memorandum Exemplar 2014 Offers a vast collection of books, some of which are available for free as PDF downloads, particularly older books in the public domain. Grade 10 Civil Technology Memorandum Exemplar 2014 : This website hosts a vast collection of scientific articles, books, and textbooks. While it operates in a legal gray area due to copyright issues, its a popular resource for finding various publications. Internet Archive for Grade 10 Civil Technology Memorandum Exemplar 2014 : Has an extensive collection of digital content, including books, articles, videos, and more. It has a massive library of free downloadable books. Free-eBooks Grade 10 Civil Technology Memorandum Exemplar 2014 Offers a diverse range of free eBooks across various genres. Grade 10 Civil Technology Memorandum Exemplar 2014 Focuses mainly on educational books, textbooks, and business books. It offers free PDF downloads for educational purposes. Grade 10 Civil Technology Memorandum Exemplar 2014 Provides a large selection of free eBooks in different genres, which are available for download in various formats, including PDF. Finding specific Grade 10 Civil Technology Memorandum Exemplar 2014, especially related to Grade 10 Civil Technology Memorandum Exemplar 2014, might be challenging as theyre often artistic creations rather than practical blueprints. However, you can explore the following steps to search for or create your own Online Searches: Look for websites, forums, or blogs dedicated to Grade 10 Civil Technology Memorandum Exemplar 2014, Sometimes enthusiasts share their designs or concepts in PDF format. Books and Magazines Some Grade 10 Civil Technology Memorandum Exemplar 2014 books or magazines might include. Look for these in online stores or libraries. Remember that while Grade 10 Civil Technology Memorandum Exemplar 2014, sharing copyrighted material without permission is not legal. Always ensure youre either creating your own or obtaining them from legitimate sources that allow sharing and downloading. Library Check if your local library offers eBook lending services. Many libraries have digital catalogs where you can borrow Grade 10 Civil Technology Memorandum Exemplar 2014 eBooks for free, including popular titles. Online Retailers: Websites like Amazon, Google Books, or Apple Books often sell eBooks. Sometimes, authors or publishers offer promotions or free periods for certain books. Authors Website Occasionally, authors provide excerpts or short stories for free on their websites. While this might not be the Grade 10 Civil Technology Memorandum Exemplar 2014 full book , it can give you a taste of the authors writing style. Subscription Services Platforms like Kindle Unlimited or Scribd offer subscription-based access to a wide range of Grade 10 Civil Technology Memorandum Exemplar 2014 eBooks, including some popular titles.

FAQs About Grade 10 Civil Technology Memorandum Exemplar 2014 Books

What is a Grade 10 Civil Technology Memorandum Exemplar 2014 PDF? A PDF (Portable Document Format) is a file format developed by Adobe that preserves the layout and formatting of a document, regardless of the software, hardware, or operating system used to view or print it. **How do I create a Grade 10 Civil Technology Memorandum Exemplar 2014 PDF?** There are several ways to create a PDF: Use software like Adobe Acrobat, Microsoft Word, or Google Docs, which often have built-in PDF creation tools. Print to PDF: Many applications and operating systems have a "Print to PDF" option that allows you to save a document as a PDF file instead of printing it on paper. Online converters: There are various online tools that can convert different file types to PDF. **How do I edit a Grade 10 Civil Technology Memorandum Exemplar 2014 PDF?** Editing a PDF can be done with software like Adobe Acrobat, which allows direct editing of text, images, and other elements within the PDF. Some free tools, like PDFescape or Smallpdf, also offer basic editing capabilities. **How do I convert a Grade 10 Civil Technology Memorandum Exemplar 2014 PDF to another file format?** There are multiple ways to convert a PDF to another format: Use online converters like Smallpdf, Zamzar, or Adobe Acrobats export feature to convert PDFs to formats like Word, Excel, JPEG, etc. Software like Adobe Acrobat, Microsoft Word, or other PDF editors may have options to export or save PDFs in different formats. **How do I password-protect a Grade 10 Civil Technology Memorandum Exemplar 2014 PDF?** Most PDF editing software allows you to add password protection. In Adobe Acrobat, for instance, you can go to "File" -> "Properties" -> "Security" to set a password to restrict access or editing capabilities. Are there any free alternatives to Adobe Acrobat for working with PDFs? Yes, there are many free alternatives for working with PDFs, such as: LibreOffice: Offers PDF editing features. PDFsam: Allows splitting, merging, and editing PDFs. Foxit Reader: Provides basic PDF viewing and editing capabilities. How do I compress a PDF file? You can use online tools like Smallpdf, ILovePDF, or desktop software like Adobe Acrobat to compress PDF files without significant quality loss. Compression reduces the file size, making it easier to share and download. Can I fill out forms in a PDF file? Yes, most PDF viewers/editors like Adobe Acrobat, Preview (on Mac), or various online tools allow you to fill out forms in PDF files by selecting text fields and entering information. Are there any restrictions when working with PDFs? Some PDFs might have restrictions set by their creator, such as password protection, editing restrictions, or print restrictions. Breaking these restrictions might require specific software or tools, which may or may not be legal depending on the circumstances and local laws.

Find Grade 10 Civil Technology Memorandum Exemplar 2014 :

[hatz z790 wiring manual](#)

[hasil seleksi ppdb tingiat sma kab bojonegoro](#)

harman kardon avr254 service manual

hawking hga11 owners manual

harmony 620 manual

~~harman kardon s2500p speakers owners manual~~

~~hatco grsbf 24 f owners manual~~

hasil test ppdb smp n 2 jember 2015

~~harolds bakery sugar cookie recipe~~

haybuster 7000 seed drill manual

harman kardon avr 240 manual

harman kardon avr 130 receivers owners manual

~~hatz 4m and 4l series diesel engin parts manual~~

hawaii divorce manual

haulotte operators manual haulotte optimum 8

Grade 10 Civil Technology Memorandum Exemplar 2014 :

amsc army university - Jan 28 2022

web defense acquisition workforce improvement act dawia the defense acquisition university dau provides mandatory assignment specific and continuing education

ces foundation module 1 the role of an army civilian - Apr 11 2023

web when did the us military first begin hiring civilian employees which army activity supporting structure is only manned by military personnel and more study with quizlet

ces foundation course pdf ces foundation course - Apr 30 2022

web jul 7 2023 popular books biology mary ann clark jung choi matthew douglas college physics raymond a serway chris vuille essential environment the science behind

ces foundation course flashcards quizlet - Aug 15 2023

web which resiliency skill compartmentalizes or takes your mind off of counterproductive thoughts so you can be more productive mental games which army regulation

army civilian foundation basic course archives freecoursesite - Oct 25 2021

amsc army university - Feb 09 2023

web the foundation course provides army civilians with an orientation to leader development concepts building their careers and becoming army civilian leaders

please read the entire document civilian course - Aug 03 2022

web learn your job ces basic course the civilian education system ces foundation course is mandatory for all army civilian employees to provide an orientation to leader

army ces fc 1 role of an army civilian flashcards quizlet - Jul 14 2023

web army civilian education system ces foundation course fc lesson 1 the role of an army civilian fresh features from the 1 ai enhanced learning platform try it free

civilian education system ces us army garrison daegu - Jul 02 2022

web course introduction page 3 of 5 ces foundation course le son s tr u ctu re the lessons in the ces foundation course will be taken in a predetermined order each

civilian foundation course problem solving flashcards quizlet - Jun 13 2023

web study with quizlet and memorize flashcards containing terms like what is the important first step in the army problem solving model a problem exists any time there is a difference

ces foundation module 1 the role of an army civilian with - Feb 26 2022

web purpose the goals of the ces are to prepare agile and innovative army civilians who can lead during times of change and uncertainties who are prepared for the rigors of service

amsc army university - Sep 23 2021

foundation course us army combined arms center - Mar 30 2022

web foundation course required only for individuals hired after september 30 2006 advanced course dl phase 1 must be complete before the instructor facilitated phase

army ces fc 2 core values flashcards quizlet - May 12 2023

web army civilian education system ces foundation course fc lesson 2 core values learn with flashcards games and more for free fresh features from the 1 ai

civilian foundation course test answers meaningkosh - Sep 04 2022

web mar 10 2023 the major underpinnings of ces are student centered focuses on the transfer of knowledge using the army s lifelong learning philosophy with the emphasis

army civilian education system fact sheet - Dec 27 2021

web fiverr freelancing 2023 sell like the top 1 freecoursesite wordpress backup and restore freecoursesite godot 4 create 3d

rts style game freecoursesite

ces foundation module 2 core values flashcards quizlet - Mar 10 2023

web when do army civilians with no prior military service first learn the army values during acculturation into the army profession is a quality you develop by

army civilian foundation course answers faqcourse com - Nov 06 2022

web civilian foundation course test answers by team meaningkosh civilian foundation course test answers are you looking for civilian foundation course test answers

foundation 1 250 c59 civilian foundation 1 250 c59 - Dec 07 2022

web 4 3 5 32 courses 84 view detail preview site ces foundation module 1 the role of an army civilian 1 week ago web ces foundation module 1 the role of an army

ces foundation module 2 core valu pdf course hero - Oct 05 2022

web the foundation course goal is to orient army civilians on leader development concepts assist in career progression and help them grow as army civilian leaders foundation

ces foundation module 1 the role of an army - Jan 08 2023

web access study documents get answers to your study questions and connect with real tutors for foundation 1 250 c59 civilian foundation 1 250 c59 dl at u s

civilian programs usaasc - Nov 25 2021

web jul 7 2023 the civilian education system ces is a progressive and sequential leader development program that provides enhanced educational opportunities for army

learn your job ces basic course corpslakes erdc dren mil - Jun 01 2022

web may 20 2022 foundation course intermediate course manager development course organizational leader development course supervisor development course

ya sé leer leer con susaeta - Oct 07 2023

web 8 9 años primaria segundo ciclo relatos cortos para niños que ya saben leer historias de la biblia la biblia es un libro sagrado escrito por los hombres bajo inspiración divina en él se basan muchas religiones la católica la evangélica la

historias de la biblia ya sé leer con susaeta nivel 2 by equipo susaeta - Apr 01 2023

web jun 13 2023 en este volumen encontrarás historias que se narran en las dos partes de la biblia el antiguo y el nuevo testamento secure4 khronos org 1 11 historias de la biblia ya sé leer con susaeta nivel 2 by equipo susaeta marifé gonzález

historias de la biblia ya se leer con susaeta niv zondervan - Mar 20 2022

web historias de la biblia ya se leer con susaeta niv is additionally useful you have remained in right site to begin getting this

info acquire the historias de la biblia ya se leer con susaeta niv link that we have enough money here and check out the link you could buy lead historias de la biblia ya se leer con susaeta niv or get it as soon as

historias de la biblia ya se leer con susaeta niv store spiralny - Feb 28 2023

web historias de la biblia ya se leer con susaeta niv historias de la biblia the beginner s bible historias de la biblia my bible story book biblia para niños historias de jesús the jesus storybook bible biblia para nias historias b blicas little girls bible creer historias de la biblia my book of bible stories the epic bible libro de

historias de la biblia leer con susaeta - Sep 06 2023

web la biblia es un libro sagrado escrito por los hombres bajo inspiración divina en él se basan muchas religiones la católica la evangélica la judía la de los testigos de jehová en este volumen encontrarás historias que se narran en las dos partes de la biblia el antiguo y el nuevo testamento

historias de la biblia ya se leer con susaeta niv pdf dotnbm - Jul 04 2023

web lee y comparte juntos biblia y devocional historias de la biblia 365 historias de la biblia y oraciones 365 historias de la biblia ntv la gran historia biblia interactiva blanco en tela para colorear la biblia historias bíblicas para niños dios te cuenta recuerdo primera comunión 365 bible stories and prayers historias de la biblia

historias de la biblia equipo susaeta ya sé leer nivel 2 - Dec 29 2022

web en este volumen encontrarás historias que se narran en las dos partes de la biblia el antiguo y el nuevo testamento este libro pertenece al plan lector mostrar más autor a equipo susaeta ya sé leer nivel 2 lee gratis historias de la biblia de equipo susaeta ya sé leer nivel 2 disponible en prueba gratuita durante 30 días

historias de la biblia relatos de las sagradas escrituras - Oct 27 2022

web y abriendo su boca les enseñó las bienaventuranzas una historia de la biblia para leer ver y comprender su significado la historia del nacimiento de moisés la historia del nacimiento de moisés según la biblia en exodo 2 se desarrolla en un tiempo muy difícil para el pueblo de israel quienes como esclavos en egipto son oprimidos cada

historias de la biblia ya se leer con susaeta niv pdf 2023 - Jun 03 2023

web en la nvi los libros de la biblia los profetas los lectores aprenderán sobre la creación de dios la rebelión de la humanidad y el plan divino de renovación del mundo los profetas utiliza las escrituras en la traducción moderna superventas del mundo la nueva versión internacional

historias de la biblia ya se leer con susaeta niv björn kurtén - Nov 27 2022

web it is your utterly own era to perform reviewing habit in the middle of guides you could enjoy now is historias de la biblia ya se leer con susaeta niv below the secret to clara s calm tamara levitt 2017 11 21 clara is usually happy and friendly but when she lost her temper one too many times she lost her friends with it

300 historias bíblicas para niños escritas e ilustradas - Apr 20 2022

web may 11 2020 300 historias bíblicas para niños escritas e ilustradas mayo 11 2020 ministerio infantil en total son 325 historias ilustradas para niños 164 para el antiguo testamento y 161 historias de el nuevo testamento cada una esta compuesto por una imagen para colorear una serie de preguntas tipo falso o verdadero completa el

historias de la biblia ya se leer con susaeta niv download - Aug 25 2022

web 99 historias de la biblia la biblia say and pray bible biblia leemela read to me toddlers bible creer historias de la biblia historias de la biblia 101 favorite stories from the bible historias de la biblia ya se leer con susaeta niv downloaded from vps huratips com by guest dillon jayvon biblia de historias para niños zondervan

historias de la biblia ya se leer con susaeta niv testapi mobal - Feb 16 2022

web con sesenta historias tomadas de la biblia que presentan los distintos temas combinados con cautivadoras y dramáticas ilustraciones inspirará a los niños para que se conviertan en las personas que dios quiere que sean

historias de la biblia ya sé leer con susaeta nivel 2 - May 02 2023

web historias de la biblia ya sé leer con susaeta nivel 2 ediciones susaeta gonzález marifé amazon es libros

historias de la biblia ya sé leer con susaeta nivel 2 susaeta - Aug 05 2023

web historias de la biblia ya sé leer con susaeta nivel 2 susaeta equipo amazon com tr kitap

historias de la biblia e book equipo susaeta ya sé leer - Jan 30 2023

web lee gratis historias de la biblia de equipo susaeta ya sé leer nivel 2 disponible como e book prueba gratuita durante 30 días 30 días gratis cancela en cualquier momento lectura y escucha ilimitadas la mayor selección de libros nuevos según sr

historias de la biblia ya se leer con susaeta niv 2023 - Sep 25 2022

web historias de la biblia ya se leer con susaeta niv la excusa el diario de un profeta feb 04 2023 este libro contiene profecías para el mundo para el continente americano y sobre todo para todos aquellos que están tratando de borrar a dios que están tratando de borrar su nombre y nos dice lo que Él va a hacer con ellos

historias de la biblia ya se leer con susaeta niv 2023 - Jun 22 2022

web historias de la biblia ya se leer con susaeta niv downloaded from vps huratips com by guest vega sierra 20 historias vivas de la biblia centro de pastoral liturgic Únete a papá oso mamá osa hermano oso hermana osa y miel mientras leen juntos como familia sus relatos favoritos tomados de la biblia y se imaginan lo que

historias de la biblia ya se leer con susaeta niv dev rideicon - Jul 24 2022

web historias de la biblia ya se leer con susaeta niv historias de la biblia para irse a dormir biblia lee y comparte libro de historias de la biblia para los pequeños illustrated bible stories creer historias de la biblia vol 3 la biblia ilustrada mis historias favoritas the children s illustrated bible mis primeras historias de la biblia

historias de la biblia ya se leer con susaeta niv teresa - May 22 2022

web the broadcast as with ease as insight of this *historias de la biblia ya se leer con susaeta niv* can be taken as with ease as picked to act english ii teacher s book luis enrique pereyra 2021 01 01 este libro te ayudará a construir los mejores aprendizajes y herramientas para que los apliques dentro y fuera del aula

poor sales performance warning letter template - Feb 13 2023

sep 6 2023 poor sales performance warning letter template boost your sales team s performance with our poor sales performance warning letter template communicate

poor performance warning letter 4 free templates writolay - Apr 15 2023

by rajesh as an employer if you notice any poor performance of the employee even after repeated verbal warnings then it is better to issue a warning letter a warning letter acts as

warning letter for poor performance 2023 guide free samples - Oct 29 2021

poor performance warning letter format sample templates - Apr 03 2022

dec 7 2017 warning letter for poor performance a warning letter is the main part of the disciplinary actions to be taken if the employee s performance is not satisfactory the first

poor sales performance warning letter templates at - Aug 07 2022

aug 15 2018 dear ms jennifer i am writing this letter to highlight the poor performance of the sales department as well as you as a sales manager in the year 20xx according to the last

poor performance warning letter 4 free templates writolay - Aug 19 2023

when writing a letter of concern for poor performance there are a few key elements to include 1 introduction start by introducing the purpose of the letter which is to address the employee s poor performance 2 see more

how to write a response letter for a poor performance review - Nov 29 2021

isack kimaro 18 march 2023 this post covers a warning letter for poor performance it is your duty as a manager to ensure that your employees do their work at an acceptable level in case

warning letter for poor performance word excel templates - Mar 02 2022

free instantly download performance warning letter template sample example in microsoft word doc google docs apple pages format available in a4 us letter sizes

how to write an employee warning letter with - Dec 11 2022

a poor performance write up is a formal letter that informs an employee that their workplace performance needs to improve issuing this type of write up provides employees with

warning letter for poor sales performance 10 - Mar 14 2023

aug 25 2023 letter template 1 warning letter for poor performance mention your name your address your contact information date name of the recipient address of the

warning letter for non performance in sales copy - Jun 17 2023

aug 25 2023 sub warning for poor sales performance dear recipient s name this official warning letter is regarding your poor sales performance of this month in our company

letter to sales manager for poor performance free download - Jul 06 2022

may 29 2023 discover the right way to format a poor performance warning letter to ensure effectiveness explore benefits tips and a read to use format in blog book a demo

10 performance warning letter template 7 free word pdf - May 04 2022

below given are the poor performance warning letter format scolding letter samples writing tips and examples poor performance warning letter contains the name of the

professional warning letters how to write free - Jan 12 2023

apr 10 2023 date of previous warnings if any exist future disciplinary actions the company may take your signature team member s acknowledgement and signature 3 give a reason

free performance warning letter template net - Feb 01 2022

apr 5 2016 herald street new york dear mr jacob this is a warning letter for unsatisfactory performance over the last couple of months the management has been closely monitoring

get the poor performance warning letter format superworks - Jun 05 2022

performance warning letter templates performance warning letters are sent by hr managers to employees in a company when they find some performance issues with them it

5 samples for writing a letter of concern for poor performance - Sep 20 2023

there are many reasons why letters of concern for poor performance are useful first a letter of concern for poor performance outlines the consequences of continued underperformance this can serve as a wakeup call for the employee and motivate them to improve their performance letters of concern see more

poor performance warning letter tips format and example - Sep 08 2022

download this poor sales performance warning letter sales template now great sales efforts can make a business however the opposite is also true therefore it s important to

sample warning letter for poor performance free letters - Dec 31 2021

jun 20 2023 although receiving a poor performance review from your supervisor can be upsetting writing a response gives

you a chance to apologize and acknowledge your

poor performance write up examples for small businesses - Nov 10 2022

someone's poor or unsatisfactory job performance leads to a written or verbal warning and a disciplinary action for the worst performance warning letter samples from template net

warning letter to employee for poor performance in word - May 16 2023

jun 9 2021 what is a warning letter for poor performance in sales the sales department in any organization holds a special place since it generates revenue for the company what

letter of concern for poor sales performance word - Jul 18 2023

if one of your employees is underperforming at work utilizing a letter of concern for poor performance can help motivate them provide feedback and improve their work see more

free performance warning letter word template net - Oct 09 2022

apr 17 2022 download hr toolkit note this letter will be useful to you you can edit it as your needs and requirements what is a poor performance warning letter if an employee's