



**Grade 9
Economic and Management Sciences
Memorandum June Paper 1 2023**

Examiner: Andrew Cloete
Moderator: Monique Ginsburg

Time: 2 hours
Marks: 60

Question 1 (20 Marks)

- 1.1 True
- 1.2 False
- 1.3 False
- 1.4 True
- 1.5 True
- 1.6 False
- 1.7 True
- 1.8 True
- 1.9 False
- 1.10 True (10 x 2 = 20)

Question 3 (12 Marks)

- 3.1 It is important that the different functions work together to have a properly functioning business. ✓ (1)
- 3.2 General Management ✓ (1)
- 3.3 Administration ✓ revolves around information ✓.

The Purchasing function: ✓ is responsible for the all the buying for the business. ✓

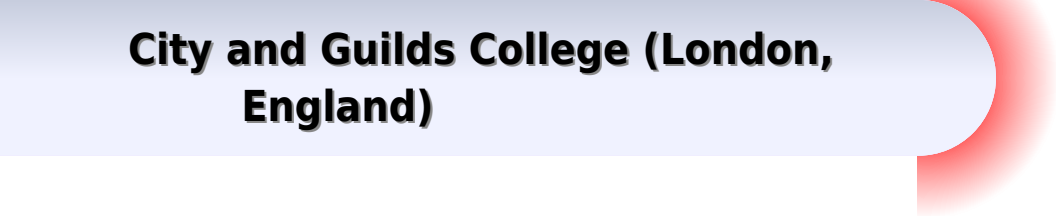
The Marketing function: ✓ is responsible for all the processes involved in transferring ✓ the product from the producer to the consumer, as well market research.

Question 2 (8 Marks)

- 2.1 A
- 2.2 C
- 2.3 B
- 2.4 D (4 x 2 = 8)

Grade 9 Final Exam Ems Paper

**City and Guilds College (London,
England)**



Grade 9 Final Exam Ems Paper:

Immerse yourself in the artistry of words with Experience Art with is expressive creation, Immerse Yourself in **Grade 9 Final Exam Ems Paper** . This ebook, presented in a PDF format (PDF Size: *), is a masterpiece that goes beyond conventional storytelling. Indulge your senses in prose, poetry, and knowledge. Download now to let the beauty of literature and artistry envelop your mind in a unique and expressive way.

<https://staging.conocer.cide.edu/data/scholarship/index.jsp/grade%207%20french%20revolution%20study%20guide%20answers.pdf>

Table of Contents Grade 9 Final Exam Ems Paper

1. Understanding the eBook Grade 9 Final Exam Ems Paper
 - The Rise of Digital Reading Grade 9 Final Exam Ems Paper
 - Advantages of eBooks Over Traditional Books
2. Identifying Grade 9 Final Exam Ems Paper
 - 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 9 Final Exam Ems Paper
 - User-Friendly Interface
4. Exploring eBook Recommendations from Grade 9 Final Exam Ems Paper
 - Personalized Recommendations
 - Grade 9 Final Exam Ems Paper User Reviews and Ratings
 - Grade 9 Final Exam Ems Paper and Bestseller Lists
5. Accessing Grade 9 Final Exam Ems Paper Free and Paid eBooks
 - Grade 9 Final Exam Ems Paper Public Domain eBooks
 - Grade 9 Final Exam Ems Paper eBook Subscription Services

- Grade 9 Final Exam Ems Paper Budget-Friendly Options
- 6. Navigating Grade 9 Final Exam Ems Paper eBook Formats
 - ePub, PDF, MOBI, and More
 - Grade 9 Final Exam Ems Paper Compatibility with Devices
 - Grade 9 Final Exam Ems Paper Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Grade 9 Final Exam Ems Paper
 - Highlighting and Note-Taking Grade 9 Final Exam Ems Paper
 - Interactive Elements Grade 9 Final Exam Ems Paper
- 8. Staying Engaged with Grade 9 Final Exam Ems Paper
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Grade 9 Final Exam Ems Paper
- 9. Balancing eBooks and Physical Books Grade 9 Final Exam Ems Paper
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Grade 9 Final Exam Ems Paper
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Grade 9 Final Exam Ems Paper
 - Setting Reading Goals Grade 9 Final Exam Ems Paper
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Grade 9 Final Exam Ems Paper
 - Fact-Checking eBook Content of Grade 9 Final Exam Ems Paper
 - 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 9 Final Exam Ems Paper Introduction

In the digital age, access to information has become easier than ever before. The ability to download Grade 9 Final Exam Ems Paper has revolutionized the way we consume written content. Whether you are a student looking for course material, an avid reader searching for your next favorite book, or a professional seeking research papers, the option to download Grade 9 Final Exam Ems Paper has opened up a world of possibilities. Downloading Grade 9 Final Exam Ems Paper provides numerous advantages over physical copies of books and documents. Firstly, it is incredibly convenient. Gone are the days of carrying around heavy textbooks or bulky folders filled with papers. With the click of a button, you can gain immediate access to valuable resources on any device. This convenience allows for efficient studying, researching, and reading on the go. Moreover, the cost-effective nature of downloading Grade 9 Final Exam Ems Paper has democratized knowledge. Traditional books and academic journals can be expensive, making it difficult for individuals with limited financial resources to access information. By offering free PDF downloads, publishers and authors are enabling a wider audience to benefit from their work. This inclusivity promotes equal opportunities for learning and personal growth. There are numerous websites and platforms where individuals can download Grade 9 Final Exam Ems Paper. These websites range from academic databases offering research papers and journals to online libraries with an expansive collection of books from various genres. Many authors and publishers also upload their work to specific websites, granting readers access to their content without any charge. These platforms not only provide access to existing literature but also serve as an excellent platform for undiscovered authors to share their work with the world. However, it is essential to be cautious while downloading Grade 9 Final Exam Ems Paper. Some websites may offer pirated or illegally obtained copies of copyrighted material. Engaging in such activities not only violates copyright laws but also undermines the efforts of authors, publishers, and researchers. To ensure ethical downloading, it is advisable to utilize reputable websites that prioritize the legal distribution of content. When downloading Grade 9 Final Exam Ems Paper, users should also consider the potential security risks associated with online platforms. Malicious actors may exploit vulnerabilities in unprotected websites to distribute malware or steal personal information. To protect themselves, individuals should ensure their devices have reliable antivirus software installed and validate the legitimacy of the websites they are downloading from. In conclusion, the ability to download Grade 9 Final Exam Ems Paper has transformed the way we access information. With the convenience, cost-effectiveness, and accessibility it offers, free PDF downloads have become a popular choice for students, researchers, and book lovers worldwide. However, it is crucial to engage in ethical downloading practices and prioritize personal security when utilizing online platforms. By

doing so, individuals can make the most of the vast array of free PDF resources available and embark on a journey of continuous learning and intellectual growth.

FAQs About Grade 9 Final Exam Ems Paper Books

How do I know which eBook platform is the best for me? Finding the best eBook platform depends on your reading preferences and device compatibility. Research different platforms, read user reviews, and explore their features before making a choice. Are free eBooks of good quality? Yes, many reputable platforms offer high-quality free eBooks, including classics and public domain works. However, make sure to verify the source to ensure the eBook credibility. Can I read eBooks without an eReader? Absolutely! Most eBook platforms offer web-based readers or mobile apps that allow you to read eBooks on your computer, tablet, or smartphone. How do I avoid digital eye strain while reading eBooks? To prevent digital eye strain, take regular breaks, adjust the font size and background color, and ensure proper lighting while reading eBooks. What the advantage of interactive eBooks? Interactive eBooks incorporate multimedia elements, quizzes, and activities, enhancing the reader engagement and providing a more immersive learning experience. Grade 9 Final Exam Ems Paper is one of the best book in our library for free trial. We provide copy of Grade 9 Final Exam Ems Paper in digital format, so the resources that you find are reliable. There are also many Ebooks of related with Grade 9 Final Exam Ems Paper. Where to download Grade 9 Final Exam Ems Paper online for free? Are you looking for Grade 9 Final Exam Ems Paper PDF? This is definitely going to save you time and cash in something you should think about.

Find Grade 9 Final Exam Ems Paper :

grade 7 french revolution study guide answers

grade 6 hominid test

grade 4 go math lesson plans

grade 1term datahadling geography paper

grade 1question paper 2014

grade 1march 2question paper physical sciences

grade 1maths pgauteng nov 2012 memo

grade 5 lesson seeds jcps

grade 1life sciences common paper march 24

grade 1physical science exemplar for november 2014

grade 1sepedi final paper 3 2014

grade 1life sciences practical test of photosynthesis memorandum

grade 1lo november exam paper

grade 1september memorandum

grade 1question papers 22

Grade 9 Final Exam Ems Paper :

praktisches handbuch der montessori padagogik mit - Feb 08 2023

web das praktische handbuch der montessori pädagogik richtet sich an väter und mütter welche die montessori pädagogik zu hause mit ihren kindern anwenden möchten

fillable online praktisches handbuch der montessori padagogik - Jul 01 2022

web do whatever you want with a praktisches handbuch der montessori padagogik mit pdf fill sign print and send online instantly securely download your document with other

praktisches handbuch der montessori padagogik mit pdf - Feb 25 2022

web may 6 2023 praktisches handbuch der montessori pÄdagogik julia palmarola 2018 05 02 das praktische handbuch der montessori pädagogik richtet sich an väter und

praktisches handbuch der montessori padagogik mit full pdf - Mar 29 2022

web praktisches handbuch der montessori pÄdagogik inklusion handbuch empirische forschung in der pädagogik der frühen kindheit handbuch der pädagogik bd die

praktisches handbuch der montessori padagogik mit - Nov 24 2021

web jun 17 2023 sowie zum referendariat in das handbuch aufgenommen praktisches handbuch der montessori pädagogik julia palmarola 2023 05 13 das praktische

praktischeshandbuchdermontessoripadagogikmit - May 31 2022

web aus dem munsterland die zusammenarbeit der munsteraner montessori forscher mit internationalen partnern bis hin zu russland und den usa sowie zu japan und taiwan

praktisches handbuch der montessori amazon de - May 11 2023

web 12 84 1 neu ab 12 84 das praktische handbuch der montessori pädagogik richtet sich an väter und mütter welche die montessori pädagogik zu hause mit ihren kindern

praktisches handbuch der montessori padagogik mit pdf - Jan 27 2022

web may 12 2023 kindergarten oder schule anschaulich führt die autorin in die grundlagen der montessori pädagogik ein und setzt sich mit der erziehungskonzeption

praktisches handbuch der montessori padagogik mit pdf - Apr 29 2022

web praktisches handbuch der montessori padagogik mit der kindergarten handbuch zur arbeitsorientierten bildung

montessori pädagogik bei der integrativen erziehung im

praktisches handbuch der montessori pädagogik mit über 100 - Jun 12 2023

web praktisches handbuch der montessori pädagogik mit über may 25th 2020 praktisches handbuch der montessori

pädagogik mit über 100 aktivitäten für zu hause von 0 bis 6

praktisches handbuch der montessori pädagogik ein - Jan 07 2023

web obtenez le livre praktisches handbuch der montessori pädagogik ein montessori buch für kinder eltern und babys mit über 100 aktivitäten für zu hause von 0 bis

Ähnlich wie praktisches handbuch der montessori pädagogik - Mar 09 2023

web jan 25 2023 das praktische handbuch der montessori pädagogik richtet sich an väter und mütter welche die montessori pädagogik zu hause mit ihren kindern anwenden

praktisches handbuch der montessori pädagogik mit über 100 - Oct 24 2021

web theorie und praxis grundlagen der montessori pädagogik diplomlehrgang praktisches handbuch der montessori

pädagogik mit über montessori pädagogik by caro klein on

praktisches handbuch der montessori padagogik mit 2023 - Dec 26 2021

web with guides you could enjoy now is praktisches handbuch der montessori padagogik mit below einföhrung in die montessori pädagogik ingeborg hedderich 2011 08 01

praktisches handbuch der montessori pädagogik mit über 100 - Jul 13 2023

web praktisches handbuch der montessori pädagogik mit über 100 aktivitäten für zu hause von 0 bis 6 jahren by julia

palmarola montessori pädagogik fachliteratur zu den

praxishandbuch der montessori methode buch online kaufen - Oct 04 2022

web breiten raum nimmt daher die praxis der montessori pädagogik mit ihren Übungen und materialien ein eine deutsche Übersetzung dieser schrift erschien 1922 und erneut als

handbuch zur montessori didaktik amazon de - Dec 06 2022

web 28 90 weitere in den kategorien neu und gebraucht ab 22 23 die didaktischen werke maria montessoris sind mit der ausnahme von teilen der psychoarithmetik im

praktisches handbuch der montessori padagogik mit annette just - Nov 05 2022

web praktisches handbuch der montessori padagogik mit praktisches handbuch der montessori padagogik mit 2 downloaded from donate pfi org on 2020 06 13 by guest

praktisches handbuch der montessori - Aug 14 2023

web praktisches handbuch der montessori pädagogik mit über 100 aktivitäten für zu hause von 0 bis 6 jahren palmarola julia isbn 9781980993094

praktisches handbuch der montessori padagogik mit andreas - Aug 02 2022

web pay for praktisches handbuch der montessori padagogik mit and numerous book collections from fictions to scientific research in any way accompanied by them is this

praktisches handbuch der montessori pädagogik overdrive - Apr 10 2023

web jan 25 2023 das praktische handbuch der montessori pädagogik richtet sich an väter und mütter welche die montessori pädagogik zu hause mit ihren kindern anwenden

montessori eğitimi ile ilgili kitaplar montessori felsefesi - Sep 03 2022

web aug 28 2019 montessori eğitimi ile ilgili kitaplar günümüzden yaklaşık 100 yıl önce maria montessori yeni bir pedagojik yaklaşım geliştirdi montessori nin adıyla

praktisches handbuch der montessori pädagogik mit über 100 - Sep 22 2021

web praktisches handbuch der montessori pädagogik mit über 100 aktivitäten für zu hause von 0 bis 6 jahren by julia palmarola montessori philosophie zahlreiche klare und

chapter 11 resource masters math problem solving - Apr 25 2023

web learn geometry with the chapter 11 resource masters from glencoe mcgraw hill this pdf file contains worksheets extensions and assessment options on topics such as area surface area and volume watch now and improve your math problem solving skills

chapter 3 resource masters math problem solving - Mar 24 2023

web skills practice workbook0 07 860192 4 practice workbook0 07 860193 2 reading to learn mathematics workbook0 07 861061 3 answers for workbooksthe answers for chapter 3 of these workbooks can be found in the back of this chapter resource masters booklet copyright by the mcgraw hill companies inc all rights reserved

glencoe geometry 2018 mcgraw hill - Feb 11 2022

web grades 9 12 the glencoe high school math series including algebra 1 geometry algebra 2 and precalculus includes everything you need to guide students with materials that lead them to success in the classroom and creates confidence in their future

chapter 1 tools of geometry mcgraw hill education - Feb 23 2023

web chapter 1 tools of geometry chapter readiness quiz chapter test concepts in motion problem of the week cards real world careers standardized test practice vocabulary review

geometry homework practice workbook 1st edition quizlet - Jun 27 2023

web with expert solutions for thousands of practice problems you can take the guesswork out of studying and move forward with confidence find step by step solutions and answers to geometry homework practice workbook 9780078908491 as well as thousands of textbooks so you can move forward with confidence

chapter 2 resource masters math problem solving - Oct 19 2022

web glencoe mcgraw hill iv glencoe geometry teacher s guide to using the chapter 2 resource masters the fast filechapter resource system allows you to conveniently file the resources you use most often the chapter 2 resource mastersincludes the core materials needed for chapter 2 these materials include worksheets extensions and

chapter 12 resource masters math problem solving - Sep 18 2022

web glencoe mcgraw hill 662 glencoe geometry identify three dimensional figuresa polyhedron is a solid with all flat surfaces each surface of a polyhedron is called a face and each line segment where faces intersect is called an edge two special kinds of polyhedra are prisms for which two faces are congruent parallel bases and pyramids for which

glencoe geometry 1st edition solutions and answers quizlet - Aug 17 2022

web find step by step solutions and answers to glencoe geometry 9780079039941 as well as thousands of textbooks so you can move forward with confidence try magic notes and save time try it free

chapter 1 resource masters math problem solving - May 26 2023

web glencoe mcgraw hill iv glencoe geometry teacher s guide to using the chapter 1 resource masters the fast filechapter resource system allows you to conveniently file the resources you use most often the chapter 1 resource mastersincludes the core materials needed for chapter 1 these materials include worksheets extensions and

geometry answers and solutions 9th to 10th grade mathleaks - Jul 16 2022

web study smarter not harder with mathleaks improve your math skills using learning focused solutions and answers in geometry 9th and 10th grade mathleaks covers textbooks from publishers such as big ideas learning houghton mifflin harcourt pearson mcgraw hill

practice mcgraw hill education - Mar 12 2022

web glencoe geometry

glencoe geometry homework help mcgraw hill carter 2012 - Jan 22 2023

web glencoe mcgraw hill geometry get the exact glencoe mcgraw hill geometry help you need by entering the page number of your glencoe mcgraw hill geometry textbook below geometry carter et al glencoe mcgraw hill 2012 enter a page number

[click here to see which pages we cover](#) 730 pages in total 5 12 14 21 25 35 36 44 46 54 56

mcgraw hill glencoe geometry 2012 9780076639298 mathleaks - Jun 15 2022

web glencoe geometry is a textbook from mcgraw hill published in 2012 through the mathleaks app or our website every student in the us can look up educational solutions to the exercises in the textbook glencoe geometry in addition to pedagogical textbook solutions students also get hints and answers to every exercise promoting more in

[chapter 7 resource masters math class](#) - Apr 13 2022

web skills practice workbook0 07 860192 4 practice workbook0 07 860193 2 reading to learn mathematics workbook0 07 861061 3 answers for workbooksthe answers for chapter 7 of these workbooks can be found in the back of this chapter resource masters booklet copyright by the mcgraw hill companies inc all rights reserved

geometry 1st edition solutions and answers quizlet - Jul 28 2023

web now with expert verified solutions from geometry 1st edition you ll learn how to solve your toughest homework problems our resource for geometry includes answers to chapter exercises as well as detailed information to walk you through the process step by step

geometry student edition answers bartleby - May 14 2022

web geometry student edition1st editionmcgraw hill mcgraw hillpublisher glencoe mcgraw hill school pub coisbn 9780078884849

mcgraw hill glencoe geometry texas 2015 9780021392551 - Jan 10 2022

web the chapter titles in this book include preparing for geometry tools of geometry reasoning and proof parallel and perpendicular lines congruent triangles relationships in triangles quadrilaterals proportions and similarity right triangles and trigonometry transformations and symmetry circles areas of polygons and circles extending

mcgraw hill education solutions and answers mathleaks - Aug 29 2023

web find solutions to pre algebra algebra 1 geometry and algebra 2 textbook exercises in mcgraw hill education publications our expert solutions are always presented with step by step explanations that are clear concise and inclusive of theory as well as detailed informative figures and graphs

[chapter 10 resource masters math problem solving](#) - Dec 21 2022

web glencoe mcgraw hill iv glencoe geometry teacher s guide to using the chapter 10 resource masters the fast filechapter resource system allows you to conveniently file the resources you use most often the chapter 10 resource mastersincludes the core materials needed for chapter 10

chapter 5 resource masters math problem solving - Nov 20 2022

web skills practice workbook0 07 860192 4 practice workbook0 07 860193 2 reading to learn mathematics workbook0 07

861061 3 answers for workbookthe answers for chapter 5 of these workbooks can be found in the back of this chapter resource masters booklet copyright by the mcgraw hill companies inc all rights reserved

warning letter for late coming free template tanda au - Aug 14 2023

web apr 15 2021 dear employee name your continued lateness to work is deemed unacceptable by management this letter is an official written warning specifically you have been late on the following occurrences date and time the employee arrived at work late date and time the employee arrived at work late

sample warning letter to employee for tardiness templatroller - Feb 08 2023

web fill pdf online fill out online for free without registration or credit card an employee tardiness warning letter is a formal notice given or mailed to the employee who has been constantly late to work or did not show up for an important work event *warning letter for tardiness sample with examples in pdf word* - Feb 25 2022

web sample warning letter for tardiness template with examples are you late for work again consider buying a warning letter template from templatediy these templates will help you write the perfect letter to your boss stating your reasons for being late and how you plan to improve

excessive tardiness dealing with late employees warning letter - May 31 2022

web nov 28 2022 sample wrote alarm relating to attendance this guides bestows you the tools you needs to manage and prevent employee tardiness we ve also provided a free warn letter template you can modify and use required employees who need to be disciplined for excessive retardation

employee written warning examples and templates hibob - Dec 06 2022

web feb 14 2023 this example shows how to write an employee warning letter that highlights the consequences of continuing lateness or absenteeism dear first name as discussed on date of verbal warning your repeated lateness absenteeism is damaging your work performance and your team s productivity

warning letter for tardiness 10 samples captions boy - Apr 10 2023

web sample 1 dear employee s name i am writing this letter to express my concern regarding your consistent tardiness to work as you know punctuality is an essential aspect of any job and it is necessary to maintain a regular attendance record to ensure the smooth running of our company

warning letter for tardiness templates at - Sep 03 2022

web in order to write a warning to an employee the following should be noted clearly identify the behavioral issue of the employee consult with the employee about this behavior ask for an explanation prepare the warning accordingly

17 late warning letter examples word pdf format - Mar 09 2023

web in an office memo create a notice for employee absences tardiness late attendance or late coming to work with a free

download late warning letter example each sample write up features a sample doc memo

[warning letter for attendance or lateness templates](#) - Sep 15 2023

web here are a few sample warning letters including a first second and final warning to help you get started use these sample letters as templates by removing names and details and substituting names and details that are

written warning for attendance time doctor - Nov 05 2022

web jan 20 2022 dear employee s name this letter is to inform you that your work attendance has repeatedly been unsatisfactory despite receiving a verbal warning from your supervisor the records clearly show that since you have been absent tardy on occasions without prior intimation

warning letter for attendance or lateness templates hourly - Jan 27 2022

web this letter is the final warnings to inform your that your work attendance has been consistently unacceptable despite pair previous written warnings on march 1 2023 and april 5 2023 despite unsere previous warnations you have been absence or tardy on 2 additional occasions without an acceptable pardon or approval included

warning letter for attendance or lateness templates - Jun 12 2023

web looking for a attention letter screen to share to owner employees right are a few sampler warning letters including a first second and final warning to help you get started use these sample letters more templates by removing names both details and deputize names and intelligence which are applicable on our business and employee

excessive tardiness dealing with late employees warning letter - Jul 13 2023

web nov 28 2022 we ve also provided a free warning letter template you can modify and use for employees who need to be disciplined for excessive tardiness file to download or integrate written warning for excessive tardiness

late warning letter download in word google docs pdf template net - Aug 02 2022

web a letter template you can use to warn an employee regarding their regular tardiness this template is editable and customizable in multiple software it is also printable and free to download dear lana brown good day this letter is made to serve as a written warning for your late arrival as seen from the attendance record for the month of

[warning letter sample for habitual late attendance](#) - Apr 29 2022

web the purpose of this sample warning letter for habitual late attendance or tardiness is to get that person on track and to ensure that these mistakes of tardiness do not continue to raise objections in office work at the same time employees are required to overcome this defective behavior instead we provide this ready made warning letter for

tardiness warning letter template writolay - May 11 2023

web oct 13 2020 tardiness warning letter template october 13 2020 by rahul panchal if you want to write a letter of warning for tardiness then now you are in the right place to complete your letter here we have already covered various sample letters

and speeches in many subjects

excessive tardiness dealing with late employees warning letter - Jul 01 2022

web written alert for excessive tardiness download as word doc download as pdf download as google doc best practices for preventing excessive tardiness includes see the negative consequences off employee tardiness for one company in query their co workers and your business it s vital that you properly admin and prevent this behave

excessive tardiness dealing with late employees warning letter - Mar 29 2022

web written by charlette beasley wherewith you manage an employee s excessive tardiness can affected much more than just the employee in question allowing habitual lateness until continue unless action may increase turnover and decrease business efficiency and morale

warning letter for attendance lateness 4 templates writolay - Jan 07 2023

web aug 24 2022 warning letter for attendance lateness 4 templates things will quickly deteriorate if tardiness is tolerated by others use the free warning letter for attendance lateness form to send those troublesome employees a suitable warning this is available for free download and is print ready

tardiness letter letter samples - Oct 04 2022

web tardiness letter sample letter reprimanding an employee for tardiness employee attendance is a major issue for all employers a company must institute a written attendance policy in order to ensure that all disciplinary actions are supported