

Ref: CHRO/SCN/P-60702/2020  
June 25, 2020

**Capt. Qasim Qadir**  
P-60702, Captain ATR  
House No. 31-E Street No. 15, F11/2 Islamabad  
qadir.qasim@gmail.com, 0301-5555777

**SHOW CAUSE NOTICE**

1. You appeared on a TV program "BREAKING POINT", aired on a Private News Channel on 06.06.2020, wherein you publicly criticized the company policies which brought bad name to the company and created an unrest among the employees and the public. Despite that such information sharing is restricted under company's rules notified vide Circular 06/2020 dated 01.04.2020, you appeared on TV without being authorized by the competent authority.

2. The above act on your part tantamount misconduct under purview of Employees Disciplinary Policy -2019, reproduced hereunder:

**EDP-2019, Appendix (C) Clause:**

25. *Unauthorized disclosure of any information or unauthorized handling over documents copies, thereof relating to the affairs and operations of the company, its subsidiaries or associated companies to electronic, print & social media (WhatsApp, Facebook, twitter etc.) or to any other outside person, agency / organization.*

34. *Making false or misleading record, statements and information against the Company or any employee.*

40. *Any act of omission or commission which embarrasses the Company or the country or whereby the image of the Company or the country is adversely affected by any bad publicity.*

3. You are hereby served with this show cause notice to submit your written reply within seven (07) days on receipt of this notice as to why disciplinary action should not be initiated against you. If no reply is received to the undersigned in writing, within the stipulated time, it will be presumed that you have nothing to say in your defense and further action as deemed fit under the rules of the company shall be taken against you as ex-parte.

  
**Air Cdre Amer Altaf**  
Chief Human Resource Officer

**Copy to:**

- SA to the CEO (for information only, please)
- Chief of Flight Operations
- General Manager HRM
- HR Manager Flight Operations
- Manager HR Records