

June 6, 2023

**Emp # 23670**

**Dr. Muhammad Mohsin Butt**

S/O Mr. Muhammad Anwar Butt

Professor

CNIC: 37406-2609772-1

Department of Marketing - School of Business Studies (SBS)

Institute of Business Administration

Karachi

Subject: **Warning Letter**

**Dear Dr. Muhammad Mohsin Butt,**

This is with reference to the inquiry report of the Grievance Committee. The committee has concluded that the concerns raised by Dr. Nasir Afghan and Dr. Asad Ilyas in their complaint against you are valid.

The Committee has observed that your LinkedIn post has brought an eight-year-old internal matter related to IBA's Business Review journal to public notice. You have deliberately highlighted only a partial view of the case besides using derogatory language which had simultaneously damaged the repute of IBA, the journal, Dr. Nasir Afghan, and Dr. Asad Ilyas.

You are being issued a "**Warning**" for violating IBA's Code of Business Conduct, particularly with reference to the following clauses: IBA's CBC, Section 2, Section 3, Section 11 & Section 13, and against the charges specified in IBA's GH&MCV policy, particularly Annexure 1 Complaint Categories B(h) and B(i) & the Complaint Category C(f) & C(g).

Be informed that as an employee of the IBA, you are required to abide by all rules and regulations of the Institution, specifically mentioned herein. Any violation of the aforementioned is a serious offense and will be dealt with accordingly.

Furthermore, you are also required to write an unconditional apology in a letter and on LinkedIn within 7 working days to Dr. Nasir Afghan and Dr. Asad Ilyas for damaging their reputation publicly.

Please return a duplicate copy of this letter duly signed, as acceptance for our records.



**Irfan Qamar**

Director HR

Human Resources

Cc: Executive Director, IBA  
Grievance Committee  
Personnel File