



Termination Letter

CONFIDENTIAL

Date:

15th November 2012

Full name and Company of Recipient :

Ms. Susan Smith
Supervisor of Product Development
Pet Supply Provider, Inc.
472 Canine Road
Los Angeles, California 90002

Dear Mrs. Smith, / Dear Mr. Smith, / Dear Ms. Smith,

Dear Thomas:

It is with sincere regret that I must inform you that your employment at Addison Systems Inc. will be terminated as of Friday January 31, 20xx.

As you know, the Downsizing Task Force delivered their report to the executive committee in late October. Among the task force recommendations was the elimination of all temporary and contract positions. Since you occupy a temporary position, your position is automatically subject to the task force recommendations.

I would like to make it absolutely clear that in no way does your termination reflect that the company is in any way unhappy with your work performance over the past 18 months. In fact, you have been highly regarded as one of our most productive contract staffers. Unfortunately, you and the other non-permanent staff that are being let go are simply a reflection of the general economic downturn in the fiber-optics industry over the past year.

In an effort to try to reduce the impact of this termination, the company has worked out a severance arrangement that will give you one week's pay for each month you worked beyond 12 months. In your case, this will amount to six (6) weeks of severance pay. In addition, your medical and dental coverage will remain in effect until the end of the severance period. You will soon receive a letter from the Human Resources Department with all of the details on the severance package.

Thomas, given your qualifications and proven abilities, I am confident that you will be able to find another position in the relatively near future. If you would like, I would be pleased to write a recommendation letter for you, to help with your job search.

Sincerely,

Jana Svhlova
Executive Director

cc: R. Jackson, Human Resources