

[Your Name]
[Your Address]
[Your Phone Number]
[Your Email]

[Date]

[Employer Name]
[Human Resources Department/Legal Department]
[Employer Address]

Re: Notice of Breach of Implied Contract and Demand for Settlement

Dear [Name of Contact Person or Company Name],

I am writing to formally address the termination of my employment on [Date of Termination]. I believe my dismissal constitutes a breach of an implied contract of employment and wrongful termination.

Although an express written contract may not have existed, an implied contract was formed through [mention specific reasons: e.g., oral assurances from supervisors, long-term positive performance reviews, specific language in the employee handbook, or company policies]. These factors created a reasonable expectation that my employment would continue absent good cause for termination.

The circumstances of my termination, specifically [briefly describe how the termination violated the implied terms], demonstrate that the company did not honor the terms of this agreement. This breach has caused me significant financial loss and professional damages.

I am prepared to pursue legal action to protect my rights. However, I am open to resolving this matter outside of formal litigation. I demand the following as a settlement for my claims:

- [Amount] in back pay and lost benefits.
- [Amount] in severance pay.
- A neutral reference for future employers.
- [Other specific demands].

Please provide a written response to this demand by [Date, e.g., 14 days from today]. I look forward to resolving this matter promptly.

Sincerely,

[Your Signature]

[Your Printed Name]