

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

[Date]

[Employer Name]
[Recipient Name/HR Department]
[Company Address]

RE: Notice of Legal Claim for Wrongful Termination in Violation of Public Policy

Dear [Recipient Name],

I am writing regarding the termination of my employment with [Company Name], which occurred on [Date of Termination]. I believe my discharge was a wrongful termination in violation of fundamental public policy.

Specifically, my termination was directly related to [choose one or more: my refusal to engage in illegal activity / my reporting of unlawful conduct (whistleblowing) / my exercise of a statutory right or privilege].

The facts supporting this claim are as follows: [Provide a brief, factual description of the events leading to termination, including dates and names of involved parties].

Under applicable law, an employer may not terminate an employee for reasons that contravene a clear mandate of public policy. Your actions have caused me significant financial loss, including lost wages and benefits, as well as emotional distress.

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

- Payment in the amount of \$[Dollar Amount] for lost wages and damages.
- [Optional: Mutual non-disparagement agreement].
- [Optional: Neutral employment reference].

Please respond to this letter by [Date] to indicate your willingness to discuss a resolution. If I do not hear from you by that time, I will proceed with filing a formal complaint with the appropriate administrative agencies and/or initiating a lawsuit.

Sincerely,

[Your Signature]

[Your Printed Name]