

[Employer Name]
[Company Name]
[Company Address]
[City, State, Zip Code]

[Date]

[Employee Name]
[Employee Address]
[City, State, Zip Code]

Subject: Termination of Employment Due to Frustration of Contract

Dear [Employee Name],

We are writing to formally notify you that your employment with [Company Name] is being terminated, effective [Date], due to the frustration of your employment contract.

As you are aware, you have been unable to perform your duties since [Date of start of absence] due to your medical condition. We have carefully reviewed the medical documentation provided, which indicates that there is no reasonable prospect of you returning to your position or performing the essential duties of your role in the foreseeable future, even with reasonable accommodations.

Because the fundamental purpose of the employment contract can no longer be fulfilled, the contract is considered frustrated by law. This is a non-disciplinary termination.

Regarding your final compensation:

- Your final paycheck will include all wages earned up to [Date].
- You will be paid for any accrued but unused vacation time.
- [Include details regarding statutory notice or severance pay if applicable by local law].

Please return any company property, including [list items such as laptop, keys, ID badge], by [Date]. Details regarding your benefits coverage and COBRA options, if applicable, will be sent to you in a separate package.

We thank you for your service to [Company Name] and wish you the best in your recovery and future endeavors.

Sincerely,

[Name]
[Title]
[Company Name]