

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

[Date]

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

RE: NOTICE OF TERMINATION FOR CAUSE

Dear [Employee Name],

Please be advised that your employment with [Company Name] is terminated, effective immediately, [Date].

This decision has been made following an investigation into a severe safety violation that occurred on [Date of Incident]. Specifically, it was determined that you engaged in the following conduct: [Description of Violation, e.g., bypassing safety guards, operating machinery under the influence, or endangering lives].

Your actions constitute a direct violation of the company's safety protocols, the Employee Handbook, and Occupational Safety and Health (OSHA) regulations. This conduct is classified as gross misconduct and a breach of your employment contract.

Due to the nature of this termination for cause and the severity of the safety breach, you are not eligible for severance pay, notice pay, or any other separation benefits. Your final paycheck will include all wages earned through your final day of work, as well as any accrued vacation time required by law, and will be issued on [Date/Method].

Your healthcare benefits will terminate on [Date]. You will receive a separate notice regarding your rights to continue coverage under COBRA, if applicable. You are required to return all company property, including keys, badges, and equipment, by [Date/Time].

Please refrain from entering company premises or contacting staff regarding business matters following your departure.

Regards,

[Signature]

[Name of Manager/HR Representative]
[Title]