

[Your Name]
[Your Address]
[City, State, Zip Code]
[Your Email]
[Your Phone Number]

[Date]

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

RE: Response to Counteroffer Regarding Severance Agreement and Restrictive Covenant Modification

Dear [Contact Person Name],

Thank you for your response dated [Date of Employer's Counteroffer] regarding my request to modify the restrictive covenants contained within my severance agreement.

I have reviewed your proposed terms. While I appreciate the company's willingness to negotiate, the current scope of the [Non-Compete/Non-Solicitation] clause remains a significant barrier to my ability to secure future employment within my professional field.

In the spirit of reaching a final agreement, I would like to propose the following adjustments to your last counteroffer:

- **Geographic Scope:** Reduction of the restricted radius from [Original/Countered Distance] to [Your Proposed Distance].
- **Duration:** Reduction of the restricted period from [Original/Countered Time] to [Your Proposed Time].
- **Specific Carve-outs:** Explicit permission to seek employment with companies in the [Specific Industry/Niche] sector, provided I do not utilize proprietary trade secrets.

I believe these modifications provide the company with sufficient protection of its legitimate business interests while allowing me the necessary flexibility to maintain my career path. If these terms are acceptable, I am prepared to sign the modified severance agreement immediately.

Please let me know your position on these points by [Date]. I look forward to resolving this matter amicably.

Sincerely,

[Your Signature]

[Your Printed Name]