

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

[Date]

[Employer Name or Legal Representative]
[Company Name]
[Address]

RE: SETTLEMENT OFFER FOR WRONGFUL TERMINATION AND WORKERS' COMPENSATION RETALIATION

Dear [Name of Contact Person],

This letter is a formal offer to settle my legal claims against [Company Name] regarding my recent termination, which occurred on [Date of Termination].

As you are aware, I suffered a work-related injury on [Date of Injury] and subsequently filed a workers' compensation claim. My termination following this protected activity constitutes unlawful retaliation and wrongful termination under state and federal laws.

In the interest of avoiding a protracted legal dispute and the costs of litigation, I am prepared to release [Company Name] from all liability related to this matter in exchange for a total settlement of \$[Dollar Amount].

This proposed settlement amount accounts for:

- Back pay and lost wages from the date of termination.
- Future lost earnings (front pay).
- Compensatory damages for emotional distress.
- Reasonable attorney fees and legal costs.

This offer is made for settlement purposes only and is without prejudice to my right to pursue formal legal action should we fail to reach an agreement. This offer will remain open until [Expiration Date/Time].

Please contact me or my legal representative at [Phone/Email] to discuss this matter further.

Sincerely,

[Your Signature]

[Your Printed Name]