

Serious safety violation termination notice

Subject: Immediate Termination - Safety Violation

Dear [Employee Name],

Your employment is terminated immediately due to a serious safety violation that occurred on [Date]. Your failure to follow established safety protocols [specific violation] endangered yourself and your coworkers, creating an unacceptable risk.

This violation of our zero-tolerance safety policy leaves us no choice but to terminate your employment effective immediately. Safety is our top priority, and we cannot retain employees who disregard critical safety measures.

Please surrender all company property and complete exit procedures with HR today. Your final pay will be processed according to company policy and state requirements.

Regards,

[Safety Manager Name]

[Title]

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