## Example of Termination Notice Based on Business Reasons

*Please note that this document is general in nature and should be adapted to each individual business.*

*Note: The text in red can be removed if the business is not part of a group. Here, a group refers to a parent company and one or more subsidiaries. A company is considered a parent company if it has decisive influence over another company due to agreements or ownership. If the business is part of a group, a list of the companies included in the group should be attached.*

*(Must be delivered in person or sent via registered mail)*

[Employee's Name]

[Address]

[Postal Code and City] [Place] , \_\_ (Date)

**TERMINATION NOTICE**

You are hereby terminated from your position at [Company Name] effective [Date]. The reason for the termination is [the reason for termination does not need to be included unless specifically requested by the employee].

If you believe the termination is not justified, you have the right to request negotiations and file a lawsuit under the provisions of the Norwegian Working Environment Act § 17-3 and § 17-4. As long as the dispute is under negotiation, you have the right to remain in your position.

Any request for negotiations must be submitted in writing to [Company Name] within two weeks after receiving this termination notice.

Any lawsuit must be filed within eight weeks after the end of negotiations. If no negotiations have taken place, the lawsuit must be filed within eight weeks of the termination date. If you are only seeking compensation, the lawsuit must be filed within six months of the termination date.

The right to remain in your position until a final judgment is made requires that the lawsuit is filed within eight weeks after the end of negotiations or from the termination date, and within the notice period. The same applies if you inform us in writing before the end of the notice period that a lawsuit will be filed within the eight-week deadline.

The employer and correct defendant in any potential lawsuit is [Company Name].

When the termination is due to business reasons, and you have been employed by the business for a total of at least 12 months within the last two years, you have preferential rights to reemployment within the business under § 14-2 of the Working Environment Act, unless it pertains to a position you are not qualified for. The preferential right applies for one year from the end of the notice period. You also have preferential rights to reemployment in other businesses within the group, unless it pertains to a position you are not qualified for. Attached is a list of the companies that are part of the group.
*(Note: The text in red can be removed if the business is not part of a group. Here, a group refers to a parent company and one or more subsidiaries. A company is considered a parent company if it has decisive influence over another company due to agreements or ownership.)*

Sincerely,

[Company Name]

[Name]

[Title]