## Example of Termination Notice During Probationary Period

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

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

[Employee's Name]

[Address]

[Postal Code and City] [Place and 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 provided 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.

A request for negotiations must be submitted in writing to (Company Name) within two weeks after receiving this termination notice.

A 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.

According to § 15-11 of the Working Environment Act, you do not have the right to remain in your position while the dispute is being resolved, unless the court decides otherwise.

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

Sincerely,

[Name]

[Title]