Nathan Broyles  
20279 94A Ave  
  
Kevin Dabu  
20716 Willoughby Town Center Drive  
  
Re: Formal Response to Termination Without Cause  
  
Dear BCIT Superior,  
  
Im shocked and disappointed to be laid off by BCIT. I have been a key member of the   
Department team for {'years': '4', 'months': '2'} now. The company's vision aligns with my values   
and aspirations, and I anticipated a long and fruitful relationship with BCIT. I have been   
a committed and dedicated employee since day 1 - being let go like this is unjustified and   
wrong.  
  
There was nothing to indicate, leading up to my dismissal, that there were any issues with   
my performance. My layoff was an abrupt shock to an otherwise excellent working   
relationship - it is not only causing me distress but is also doing harm to my reputation and   
career. At my level, a new opportunity can take up to X months/year to source.  
  
Although the severance offering reflects what is written in my contract, a number of other   
factors justify a larger severance payment. Given the situation, the industry, and the   
position I held, I am entitled to a minimum of 100000 months of severance.  
  
At this point, I would like to be able to come to an agreement without resorting to my legal   
options or the press. I highly respect you, BCIT, and what you are trying to do. But   
given a number of factors mentioned above (including my level of seniority, reputation, and   
career prospects), I need to look out for my interests given the situation.  
  
I am prepared to accept 100000 months pay plus all unpaid/unused vacation time that is accrued   
up until that point as severance. Please respond with your intent by .  
  
Sincerely,  
Nathan Broyles