

Labour Court of Anytown**Case No.:** 12345**In the Matter of:** John Doe vs. ExampleCompany GmbH**Decision Date:** [Date of Decision]**Presiding Judge:** [Judge's Name]**Summary of Decision:****1 Case Background:**

- John Doe alleged wrongful termination by ExampleCompany GmbH.
- The Court reviewed the employment contract, the termination letter, and the applicable laws, specifically the KSchG and BGB.

2 Findings:

- The Court finds that the termination did not comply with the statutory notice period required by §622 BGB.
- The Court concludes that the termination lacked the social justification as per §1 KSchG.
- The required consultation with the works council, pursuant to §102 BetrVG, was not adequately conducted.

3 Judgment:

- The termination of John Doe by ExampleCompany GmbH is hereby declared wrongful and invalid.
- ExampleCompany GmbH is ordered to: Reinstate John Doe to his previous position or a comparable one.
- Compensate John Doe for lost wages and benefits from the date of termination until reinstatement.
- Pay severance as determined by the Court, in line with §10 KSchG.

Order:

The above findings and judgment are hereby ordered by the Court.

Signature:

[Judge's Name]

Seal of the Court