

## Certificate of Reason for Dismissal

To: \_\_\_\_\_

Here we certify that the dismissal that we announced to you on  
(    date    ) is due to the following reasons.

Date:

Company's Name

Director

[Reason] ※ 1、2

1 Dismissed due to difficulty in continuing our business by natural disasters or other unavoidable reasons.

(*specific reason:*

2 Dismissal due to our circumstances such as business reduction/restructuring.

(*specific reason:*

3 Dismissal due to your serious violation of a job order.

(*specific reason:*

4 Dismissal due to your improper conduct in business.

(*specific reason:*

5 Dismissed due to poor work such as having been absent from work for a considerable period of time.

(*specific reason:*

6 Others (*specific reason:*

※ 1 Circle the applicable number and write specific reason.

※ 2 At business establishments that are obliged to create employment regulations, regardless of the above examples of reasons for dismissal, state the applicable reasons for dismissal described in the employment regulations.