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PLEASE VERIFY BEFORE SENDING

Unverified AI draft. Every fact must be checked against the records before use. It is not legal advice. Fill in every [ADD: …] placeholder, set the demand amount, confirm anything marked [VERIFY], and delete this box before sending.

- 2 citations could not be confirmed against the uploaded files (wrong page, or an amount or date not found on that page). They are marked [VERIFY: citation not confirmed].
- Letter date, delivery method, firm address and Norhaven's ZIP code are not in the sources and are left as placeholders. The documents show no counsel for Norhaven, so please confirm Ms. Sloane is the right addressee. She is also one of the two people named as making the termination decision.
- The separation offer required signing by November 4, 2025 [termination_and_posting.pdf p.1], and the new-job start date of February 2, 2026 suggests that date has passed. The firm notes say Mr. Brekke has not signed [firm notes]. Please confirm whether the offer is still open.
- The Quality Engineer II posting is not described anywhere as Mr. Brekke's former position. The letter states only the dates and the listed duties and draws no direct comparison. Please confirm whether the firm wants to argue the roles overlap.
- Back pay was not calculated. The table gives rates as read from the records, and the lost-pay and differential amounts are `[ADD]` placeholders. The merit increase recommended in the July 2025 review has no stated amount.
- The new-job information (start date February 2, 2026, $84,000.00 base) appears under "Pay Record" on termination_and_posting.pdf p.1. Please confirm it with the client, along with whether he has replacement health coverage or a 401(k) match.
- The September 9 and September 12 accounts, including the "won't be around long" remark, come from Mr. Brekke's own email and complaint form. The letter attributes them to him. The note that no further HR response appears comes from his records only [report_and_warning.pdf p.1].
- No fixed-term contract exists. The offer letter says employment is at will [offer_letter_and_review.pdf p.1], so no breach-of-contract claim is included.
- Ohio legal bases for the retaliation and public-policy claims are marked `[VERIFY]`. No statutes or cases are cited. Please confirm the claims and any internal-reporting prerequisites.
- Agency charge deadlines and prerequisites are marked `[VERIFY]`. No deadline is stated.
- The demand amount, severance terms and response deadline are placeholders, as required.

Castellano & Price LLP
[ADD: firm street address]
[ADD: city, state ZIP]
[ADD: phone] · [ADD: email]

[ADD: date]

VIA [ADD: delivery method]

Rebecca Sloane
VP of Human Resources
Norhaven Precision Components Inc.
75 Foundry Bend Road
Ellery Falls, Ohio [ADD: ZIP]

Re: Daniel Brekke – Termination of Employment on October 21, 2025 – Demand for Lost Pay and Benefits or Revised Severance

Dear Ms. Sloane:

Introduction

We represent Daniel Brekke, who worked for Norhaven Precision Components Inc. ("Norhaven") as a Senior Quality Engineer from January 20, 2025 until Norhaven ended his employment on October 21, 2025 [offer_letter_and_review.pdf p.1; termination_and_posting.pdf p.1]. Please direct all further communication about this matter to our office.

This letter describes the events leading to the termination, our client's claims, his losses, and what we ask of Norhaven. Mr. Brekke has not signed the Separation Agreement and General Release that Norhaven enclosed with its termination letter [firm notes].

Employment history

Norhaven offered Mr. Brekke the position of Senior Quality Engineer, reporting to the Director of Quality, by letter dated January 6, 2025, with a start date of January 20, 2025. He accepted on January 8, 2025 [offer_letter_and_review.pdf p.1]. The terms were:

- Base salary of $96,000.00 per year, paid biweekly [offer_letter_and_review.pdf p.1].
- Medical and dental coverage, with Norhaven paying $1,150.00 per month toward the premium [offer_letter_and_review.pdf p.1].
- A 401(k) plan with a company match of 4% of base salary [offer_letter_and_review.pdf p.1].

The offer letter states that employment with Norhaven is at will and is not a contract for a fixed term [offer_letter_and_review.pdf p.1].

On July 15, 2025, Anita Varga, Director of Quality, completed Mr. Brekke's mid-year performance review and rated him "Exceeds Expectations." Her comments read: "Daniel cut our customer return rate on the bracket line in half in his first months. He is thorough, raises

problems early and is respected by the inspection team. No areas of concern." She recommended him for a merit increase at year end [offer_letter_and_review.pdf p.1].

Events before the termination

Date	Event	Source
September 9, 2025	Mr. Brekke emailed Ms. Varga that Mark Jessup, second shift production supervisor, had told the inspection team to sign off on lot 4471 of hinge brackets for the Calloway Aerostructures order even though 38 parts failed dimensional inspection. Mr. Brekke reported that he told the team not to sign and quarantined the lot.	[report_and_warning.pdf p.1]
September 12, 2025	Mr. Brekke submitted an HR complaint form to you reporting the September 9 direction to pass failed parts for an aerospace customer. He also reported that, since he quarantined the lot, Mr. Jessup had excluded him from production meetings and told two inspectors he "won't be around long." He asked HR to look into both issues.	[report_and_warning.pdf p.1]
September 15, 2025	You acknowledged receipt of the complaint and wrote that Norhaven would review it. Mr. Brekke's records show no further HR response.	[report_and_warning.pdf p.1]
September 30, 2025	Mr. Jessup issued Mr. Brekke a written warning, with you present, for "Negative attitude and failure to cooperate with production on shipment priorities." Mr. Brekke wrote on the form: "I disagree. This is about lot 4471 and my HR complaint." This was the first discipline in his file.	[report_and_warning.pdf p.1]

The termination

By letter dated October 21, 2025, Norhaven informed Mr. Brekke that his employment ended that day "due to a restructuring of the Quality department." The letter states that the decision was made by you and Mr. Jessup [termination_and_posting.pdf p.1]. It does not describe the restructuring further. It states that his final pay would issue on the next regular payday and that his medical coverage would end October 31, 2025 [termination_and_posting.pdf p.1].

The letter offered a lump sum of $7,384.62 if Mr. Brekke signed the enclosed Separation Agreement and General Release by November 4, 2025 [termination_and_posting.pdf p.1].

On November 3, 2025, Norhaven's careers page listed an opening for a Quality Engineer II in Ellery Falls, reporting to the Director of Quality. The listed duties include leading dimensional inspection, dispositioning nonconforming parts, training inspection staff, and managing customer quality reports for aerospace accounts [termination_and_posting.pdf p.1].

Our client's claims

Retaliation. Mr. Brekke reported in writing, first to Ms. Varga on September 9, 2025 and then to HR on September 12, 2025, that failed parts had been directed to be passed for an aerospace customer [report_and_warning.pdf p.1]. Before those reports, his only documented evaluation rated him "Exceeds Expectations" with "No areas of concern" [offer_letter_and_review.pdf p.1].

After them, he received his first written warning on September 30, 2025, from the supervisor he had reported, with you present [report_and_warning.pdf p.1]. Norhaven ended his employment on October 21, 2025, and the termination letter names you and Mr. Jessup as the decision-makers [termination_and_posting.pdf p.1]. The warning's stated reason and the "restructuring" reason sit alongside a posting for a position with overlapping listed duties issued less than two weeks later [termination_and_posting.pdf p.1]. On these facts, our client's position is that the termination was in retaliation for his reports. [VERIFY: Ohio rule on whistleblower retaliation, including any written-report or notice prerequisites]

Wrongful discharge in violation of public policy. Although Mr. Brekke's employment was at will [offer_letter_and_review.pdf p.1], our client's position is that Norhaven may not end it because he refused to sign off on parts that failed inspection and reported the matter internally [report_and_warning.pdf p.1]. [VERIFY: Ohio rule on wrongful discharge in violation of public policy]

Damages

Mr. Brekke's losses arise from the loss of his salary and benefits. The records support the following figures, which are stated as read from the records:

Item	Period	Amount	Source
Base salary at Norhaven	From October 21, 2025	$96,000.00 per year	[offer_letter_and_review.pdf p.1; termination_and_posting.pdf p.1]
Employer-paid medical and dental premium	From November 1, 2025 (coverage ended October 31, 2025)	$1,150.00 per month	[offer_letter_and_review.pdf p.1; termination_and_posting.pdf p.1] [VERIFY: citation not confirmed]
Employer 401(k) match	From October 21, 2025	4% of base salary	[offer_letter_and_review.pdf p.1] [VERIFY: citation not confirmed]
Merit increase recommended at year end	2025 year end	[ADD: amount of merit increase, if any]	[offer_letter_and_review.pdf p.1]
Base salary at new position	From February 2, 2026	$84,000.00 per year	[termination_and_posting.pdf p.1]
Lost base pay, October 21, 2025 through the day before the new job began	October 21, 2025 to February 1, 2026	[ADD: calculated amount]	[ADD: calculation]
Ongoing difference between Norhaven salary and new salary	From February 2, 2026	[ADD: calculated amount]	[ADD: calculation]
Lost employer benefit contributions (premium and 401(k) match)	[ADD: period]	[ADD: calculated amount]	[ADD: calculation]

Total: [ADD: total lost pay and benefits]

Norhaven offered a lump sum of $7,384.62 conditioned on a general release [termination_and_posting.pdf p.1]. Mr. Brekke has not signed it [firm notes]. If Norhaven prefers to resolve this matter through a severance agreement rather than a payment of lost pay and benefits, our client requests: [ADD: severance terms requested].

Agency and filing prerequisites

[VERIFY: Ohio and federal agency charge deadlines and prerequisites for these claims]

Demand

Mr. Brekke demands payment of [ADD: demand amount], or, in the alternative, a severance agreement on the following terms: [ADD: severance terms]. Please respond in writing by [ADD: response deadline].

Norhaven must preserve all documents and data that relate to Mr. Brekke or to the events described above. This includes:

- His complete personnel file, including the July 15, 2025 review and the September 30, 2025 written warning.
- All emails and messages sent or received by you, Mr. Jessup and Ms. Varga about Mr. Brekke, lot 4471, the Calloway Aerostructures order, and his September 9 and September 12, 2025 reports.
- All records of any review or investigation of his HR complaint.
- All documents about the restructuring of the Quality department and the decision to end his employment.
- All documents about the Quality Engineer II posting.

We look forward to your response.

Sincerely,

Natalie R. Castellano
Castellano & Price LLP