

[REDACTED]

[REDACTED]

[REDACTED]

7th July 1989

[REDACTED]

Dear [REDACTED]

Further to our discussion yesterday I must, with regret, confirm the termination of your employment.

It has not been an easy decision but, as explained to you, the job is stressful and will always require close customer contact.

You did not make us aware at the time of your interview, nor when you were offered the position, that you suffered from psoriasis and that it became particularly active when you were under stress. Had we known, we would have explained at the time that the demands of the job would not be compatible with your condition.

When it first became apparent, [REDACTED] and I did discuss whether or not to talk to you and say that were it not to clear up we would have to consider parting company. We felt, however, that this would have been even more stressful for you and decided to wait in the hope that it would resolve itself.

As already mentioned, selling cars requires you to have reasonably close contact with customers and unfortunately the symptoms of psoriasis could be considered to be contagious to the uninformed.

When asked if there was anything that could be done about your condition, you told us you had taken medical advice and the problem could not be resolved.

We only wish this was not the case because we believe you would have made a good [REDACTED] salesman. If asked, we would naturally have to give our reasons for releasing you, but would be very happy to give you a good reference in every other respect.

We are very sorry to have had to take this action and hope you can understand our reasons for doing so. The job of selling cars will always be demanding and stressful and therefore could be detrimental to your condition.

Enclosed please find your P45 and cheque for £217.14. The latter includes your salary up to the 7th July plus one week in lieu of notice and one days holiday pay.

Best wishes for the future.

Yours sincerely

[REDACTED]

[REDACTED]

General Manager