RESCISSION EMPLOYMENT ACCEPTANCE LETTER

November 3, 2026

Casey Example, Director of Talent Acquisition Example Employer Inc. 25 Example Avenue

Re: **Withdrawal of Acceptance — Senior Software Engineer**

Dear Casey Example:

Thank you for the opportunity to join **Example Employer Inc.** in the role of **Senior Software Engineer**, and for extending the offer dated November 1, 2026, which I accepted on November 2, 2026. After careful consideration, I must respectfully **withdraw my previously-signed acceptance** and will not be joining the Employer on the planned start date of January 11, 2027.

1. Reason

The contemplated relocation is no longer feasible for me at this time.

2. Effect of Withdrawal

By this letter I withdraw the acceptance dated November 2, 2026. I do not intend to commence employment with the Employer on January 11, 2027 or thereafter pursuant to the offer. I understand that employment under the offer is or would have been at-will (where applicable), and that both the Employer and I retained the right to terminate or decline the engagement at any time prior to commencement, subject to any specific obligations expressly stated in the offer letter.

3. Employer Property and Payment Records

Please send instructions for returning any employer property I hold. If you believe a bonus or relocation payment is repayable, please identify the payment, the amount claimed and the agreement on which the claim is based.

4. Confidentiality

I will continue to treat as confidential any non-public information about the Employer's business that I received during the recruitment process.

5. Good Faith; No Waiver of Protected Rights

This withdrawal is made in good faith. Nothing in this letter waives (a) any non-waivable statutory right I may have, or (b) any right either Party may have to pursue remedies expressly provided by the offer letter with respect to pre-commencement obligations.

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I sincerely appreciate your time and consideration throughout the process and regret any inconvenience this decision may cause. I wish **Example Employer Inc.** and the team continued success.

Primary workplace specified in the offer: **CA**.

Sincerely,

Candidate

_____ PRINTED NAME

_____ SIGNATURE

_____ DATE

Jordan Example 100 Example Lane jordan@example.com

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