Date: Dear <<<employee name>>>, The problem of your unacceptable/poor performance / conduct, of which you were previously warned, appears to continue. In accordance with the high standards expected of employees by this organization, I have no alternative but to inform you that if there is not a substantial improvement in the next three months, further action will have to be taken which could include the termination of your services. We suggest the following as a method of improvement: (Mention the relevant suggestions) Sincerely, <<<<Name of the HR Manager>>>>

HR Manager