

## **URGENT: CEASE AND DESIST LEGAL NOTICE**

**Date:** [Date]

**To:**

[Name of Recruiter/Managing Partner]  
[Competing Law Firm Name]  
[Address]  
[City, State, Zip Code]

**From:**

[Your Name/Managing Partner]  
[Your Law Firm Name]  
[Address]  
[City, State, Zip Code]

### **RE: Unlawful Solicitation and Interference with Contractual Relations**

Dear [Name],

It has come to our attention that [Competing Law Firm Name] has been actively soliciting and attempting to recruit multiple associates currently employed by [Your Law Firm Name]. Specifically, we are aware of recent communications directed toward [Associate Names].

Please be advised that these associates are subject to valid and enforceable employment agreements which include specific [Non-Solicitation / Confidentiality / Notice Period] provisions. Your firm's targeted efforts to induce these individuals to breach their existing contractual obligations constitute tortious interference with contractual relations and unfair competition.

Furthermore, we have reason to believe that these solicitation efforts may involve the misappropriation of our firm's proprietary information, including internal compensation structures and client lists.

### **DEMAND IS HEREBY MADE THAT YOU:**

- Immediately cease and desist from all direct or indirect solicitation of [Your Law Firm Name] employees.
- Refrain from inducing any of our employees to breach their contractual duties or fiduciary obligations to our firm.
- Provide written assurance by [Date/Time] that you will comply with these demands.

Failure to comply with this notice will leave [Your Law Firm Name] with no choice but to pursue all available legal remedies, including seeking injunctive relief and monetary damages in a court of law. This letter is sent without prejudice to our firm's rights and remedies, all of which are expressly reserved.

Governing yourselves accordingly,

Sincerely,

[Signature]

[Your Name]

[Title]

[Your Law Firm Name]