

URGENT: CEASE AND DESIST LEGAL NOTICE

Date: [Insert Date]

[Recipient Name]

[Recipient Title]

[Competing Firm Name]

[Recipient Address]

[City, State, Zip Code]

Via: [Certified Mail / Process Server / Email]

RE: Unlawful Interference with Contractual Relations and Employee Solicitation

Dear [Recipient Name],

It has come to the attention of [Your Firm Name] that your organization is currently engaged in a systematic effort to solicit and poach our associates and staff members. Specifically, we are aware of your recent contacts with [Name of Specific Employee(s)].

Please be advised that these individuals are subject to valid and enforceable employment agreements with [Your Firm Name], which include restrictive covenants regarding [Non-Solicitation / Confidentiality / Notice Periods]. Your actions constitute tortious interference with these contractual relationships and business expectancies.

DEMAND IS HEREBY MADE that you and your agents immediately:

- Cease and desist from all further direct or indirect solicitation of [Your Firm Name] employees;
- Refrain from inducing any employee to breach their current contractual obligations or fiduciary duties;
- Cease the use of any proprietary information or trade secrets obtained through these recruitment efforts.

We are prepared to take all necessary legal action, including seeking injunctive relief and monetary damages, to protect our business interests and enforce our contracts. We would prefer to resolve this matter without litigation; however, we will not hesitate to move forward if these activities continue.

Please provide written confirmation by [Date] that you will comply with these demands and that all solicitation efforts directed at our staff have ceased.

Sincerely,

[Your Name]
[Your Title]
[Your Firm Name]