

URGENT: FORMAL CEASE AND DESIST NOTICE

Date: [Date]

To: [Former Executive Name]
[Former Executive Address]
[City, State, Zip Code]

Re: Violation of Executive Non-Compete and Confidentiality Agreement

Dear [Former Executive Name],

It has come to the attention of [Company Name] (the "Company") that you are currently engaged in activities that constitute a material breach of the Employment Agreement and Restrictive Covenant Agreement signed by you on [Date Agreement was Signed].

Specifically, your current involvement with [Name of Competing Entity] violates the following provisions of your agreement:

- **Non-Competition:** Engaging in prohibited business activities within the restricted geographic area for the duration of [Number] months following your departure.
- **Non-Solicitation:** Attempting to divert clients, customers, or employees of the Company.
- **Confidentiality:** The unauthorized use or disclosure of proprietary trade secrets and strategic business information.

Your actions are causing irreparable harm to the Company's competitive position and business interests. Demand is hereby made that you immediately:

1. Cease and desist from any further employment or consulting relationship with [Competing Entity].
2. Cease and desist from soliciting any clients, customers, or employees of [Company Name].
3. Return all Company property, including digital files, hardware, and confidential documents, by [Deadline Date].
4. Provide written confirmation by [Deadline Date] that you have complied with these demands.

Failure to comply with this notice will leave the Company with no alternative but to pursue all available legal and equitable remedies, including seeking an immediate injunction, compensatory damages, and recovery of legal fees.

Please be advised that a separate notice has been sent to [Competing Entity] informing them of your contractual obligations and their potential liability for tortious interference with a contract.

Govern yourself accordingly.

Sincerely,

[Your Name/Signature]

[Your Title]

[Company Name]

cc: [Legal Counsel Name]