

FISHER & PHILLIPS LLP  
ATTORNEYS AT LAW

www.laborlawyers.com

**San Diego**

4747 Executive Drive  
Suite 1000  
San Diego, CA 92121

(858) 597-9600 Tel  
(858) 597-9601 Fax

Writer's Direct Dial:  
(858) 597-9612

Writer's E-mail:  
alessa@laborlawyers.com

August 5, 2010

Mr. Timothy A. Hack  
2219 Eucalyptus Drive  
El Cajon, CA 92021

Re: *Cease & Desist Demand*

Dear Mr. Hack:


This firm is counsel for Toyota of Poway and I'm sending this letter to address your misuse of the Company's e-mail system and to remind you of your obligations under the terms of the Toyota of Poway policies and agreements you signed.

We've been advised by multiple employees that you continue to e-mail them through their dealership e-mail accounts in pursuit of your own personal interests. I've seen various e-mails you've sent over the past several months, including today, and the dealership has received numerous complaints from employees about the same. Such conduct is disruptive to the workplace and violates the Company's computer and e-mail use policies and will not be tolerated.

All Company computers, e-mail and Internet access accounts are the Company's property to be used to facilitate the business of the Company. The dealership prohibits anyone from accessing or using these systems in any manner that is unlawful, inappropriate, contrary to the Company's best interests or for any improper purpose. These electronic tools are provided to assist employees with the execution of their job duties and cannot be abused.

You are therefore prohibited from using the Company's computers, e-mail and Internet systems for any purpose that is either damaging to or competitive with the Company, detrimental to its interests or to promote your own personal interests. And to the extent your actions intentionally interfere with the Company's business or attribute false or misleading information to the dealership or its owners, it could have legal consequences. I therefore demand that you immediately cease and desist all contact with Toyota of Poway employees during working hours and through their Toyota of Poway email accounts.

Sincerely,



AMY L. LESSA  
For FISHER & PHILLIPS LLP