

THE KULLMAN FIRM

A PROFESSIONAL LAW CORPORATION

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STEPHEN H. CLEMENT

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February 13, 2020

VIA U.S. MAIL AND EMAIL

Mr. Patrick Turner
9812 Steamboat Island Road NW
Olympia, WA 98502
pturnere14@gmail.com

Re: Cease and Desist

Dear Mr. Turner:

The Kullman Firm has been retained by Continuum Global Solutions, LLC, in connection with your post-employment conduct. Since your resignation, you have harassed and caused disruption by repeatedly emailing Continuum employees at work and reaching out to them via various social media platforms. The individuals you have contacted include those who had no connection to your employment relationship with the company. We are sending you this letter demanding that you CEASE AND DESIST from contacting any employee of Continuum and from entering or attempting to enter the premises of any property owned or operated by Continuum. If you need to contact anyone from Continuum, you are directed to contact me by email or letter:

Stephen H. Clement
The Kullman Firm
1100 Poydras Street, Suite 1600
New Orleans, LA 70163
shc@kullmanlaw.com

We hope and expect that you will comply with this letter. Of course, should you fail to do so, Continuum reserves its right to seek protection and recourse to the maximum extent permitted by state and federal law.

Finally, if your recent emails to Continuum employees were intended to serve as a complaint that you were subjected to discrimination during your employment with Continuum or in relation to the termination of your employment, I ask that you please submit to me a written statement outlining the nature of the alleged discrimination, the conduct that you believe is

discriminatory, and the basis for your belief such conduct is discriminatory. Additionally, identify any individuals whom you believe may have knowledge of the alleged discriminatory treatment. Upon receipt of such a statement, Continuum will look into the matter.

If you have any questions regarding any of the foregoing, please do not hesitate to email me.

Sincerely,

/s/ Stephen H. Clement

Stephen H. Clement
THE KULLMAN FIRM

NSA/shc