**From:** Sze Yan Li <szeyanli@webcor.builders.com>

**To:** <employees@webcor.builders.com>

**Date:** 2013/10/26 10:45

**Subject:** An Important Update to the Automated Monitoring System

Dear Webcor Employees:

Due to your efforts, Webcor Builders maintains its standing as one of the leading construction contractors in the nation. With the continuous growth of our company and new emerging technologies, we wish to improve our monitoring systems to prevent the disclosure of company information to competitors in the industry. Therefore, on November 1, we will be expanding our automated monitoring system to include employees’ personal blogs. Please be assured that only what is stated in the policy will be observed when monitoring messages.

At Webcor, we maintain our competitive edge through unique ideas that you have a part in developing. Using Webcor’s current monitoring system for email and instant messages, we have successfully ensured the safety of our confidential material and have also protected employees from instances of sexual harassment or otherwise inappropriate behavior. In doing so, we have also secured the value of our company name, which is often the sole factor in determining whether a customer purchases our services. However, with the growing popularity of online blogs, the company realizes an increasing need to protect employees who use such technologies. While we sympathize with an employee’s wish to ensure their privacy and freedom of speech, please understand that such monitoring systems are not uncommon and that Webcor Builders is only among 60 percent of U.S. companies with similar policies in place.

Webcor Builders embraces the freedom of expression. However, as employees, we all have a responsibility to protect the company’s intellectual property and public image. We appreciate your cooperation in keeping the company’s interest in mind. If you wish to know more about this update, please visit this link: http://www.e.webcor.com/policy.html#electronicmedia or feel free to reply to this email with any questions or concerns.

Sincerely,

Sze Yan Li

Chief Information Officer