

Attention All Employees

[Dealership Name] Employee Electronic Monitoring Notice

NY Civil Rights Law, Section 52-C

[Dealership Name] (the “Dealer”) is committed to maintaining a transparent, fair, and secure workplace. The Dealer is in no way modifying its established employee monitoring practices. Under New York law, employers are required to provide employees with notice of electronic monitoring. Therefore, Employees are hereby advised that any and all telephone conversations or transmissions, electronic mail or transmissions, or internet access or usage by an employee by any electronic device or system, including but not limited to the use of a computer, telephone, wire, radio or electromagnetic, photoelectronic or photo-optical systems (“Employee Activity”), may be subject to monitoring at any and all times and by any lawful means.

Devices used pursuant to the Dealerships [Insert Name of Policy] may also be monitored or intercepted to the extent such device is used for any Employee Activity. Such devices include Dealer-owned devices and other devices, including personal devices, using the Dealerships internet, servers, and networks. Monitoring activities can be for any lawful purposes, including but not limited to investigations, system maintenance, quality control, and training purposes. The Dealer reserves the right to monitor Employee Activity via technology systems at any time in compliance with the law.

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