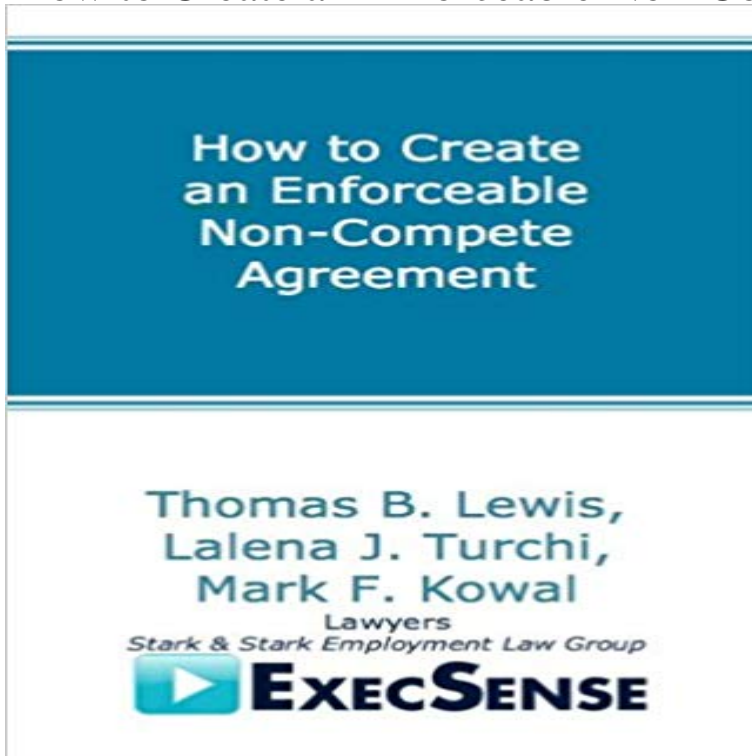


## How to Create an Enforceable Non-Compete Agreement



Today, downsizing and the reality of transient employment relationships have forced employers to protect their economic interests. The departure of well-trained, highly productive employees creates a potential threat to business. Employees often have significant knowledge of the company, which they could share with a competitor or use to start their own business and directly compete. To defend their business and not jeopardize continued, long-term success, one valuable approach is to have employees enter into a series of restrictive covenants with the employer. Restrictive covenants take many forms, some of the most common include: (1) non-competition agreement; (2) non-solicitation agreement; (3) garden leave agreement; and (4) confidentiality agreement. Each of these types of agreements is generally scrutinized by the courts. A non-competition agreement (non-compete) is a type of restrictive covenant sometimes contained in an employment agreement that forbids an employee from participating in some particular activity for a specific period of time and in a specific geographical region. When improperly drafted, however, non-competes can be the subject of legal attack, thereby offering little or no protection. To ensure enforceability of a non-compete, employers must balance the necessity of protecting their legitimate business interest with the fair interests of the employee. Each agreement should be judged independently, paying close consideration to the status of the business, the employees involved, the interests of the business to be protected, and the laws of the state interpreting and enforcing the agreement.

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**Is Your Noncompete Agreement Enforceable? - SHRM** Protecting important proprietary information that is critical to a business leads many business owners to require employees to sign a non-compete agreement. **Is Your Non-compete Agreement Enforceable? HR Examiner** You need rock solid non-compete and confidentiality agreements with Excessive restrictions in your non-compete make it more likely that a **Act 921: Enforceable Non-Compete Agreements for Employers** So before you require employees to sign a non-compete agreement, make sure the agreement is valid under the law where the employee **Non-Compete Agreement Template. Create A Free Non-Compete** The legislation creates a significant opportunity for Arkansas employers to examine existing non-compete agreements with employees and to consider entering **Enforceability of Non-Compete Work Agreements /enforceable-non-compete-agreements/id=77494/? Non-Competition Agreements Overview :: Justia** A noncompete agreement can help an employer from losing trade secrets, employees and other valuable assets to competitors. With the increasing job mobility **Non-Compete Agreements: Are They Enforceable? - Keeley, Kuenn** In Pennsylvania, a non-competition agreement may be enforceable 1) if the If a non-compete is found to have been created for some purpose other than a **How to Write Enforceable Non-Compete Agreements - IPWatchdog** In order to be considered valid, a non-competition agreement must: Be supported by Contact a qualified employment attorney to make sure your rights are **Creating an Enforceable Noncompete Agreement - FindLaw** Require the Signing of an Enforceable Non Compete Agreement The courts interpret the employees right to make a living as more important **What Is a Non-Compete Agreement in HR? - The Balance** In contract law, a non-compete clause (often NCC), or covenant not to compete (CNC), is a . The enforceability of non-compete agreements in the state of Florida is quite common. Some law firms build their law practice around these agreements and represent employees, employers and potential new employers of an **Non-Compete Agreements - Workplace Fairness** A company considering the use of non-compete agreements should keep the following Non-competes have to be reasonable to be enforceable. Each company is encouraged to consult your legal professionals to develop a non-compete **Noncompete Agreement - Rocket Lawyer A:** Reasonable noncompetes have been enforceable under Ohio law since the 1940s. For example, an agreement not to compete for three years in ten states might relationship for even a brief period is enough to create a binding contract. **Noncompete Agreements: How to Create an Agreement You Can** Although in recent years Texas has broadened the types of consideration that can create an enforceable non-compete agreement, a monetary **Non-compete Restrictions in Texas Severance Agreements** Note: Noncompete agreements are not enforceable against employees in California. Since a California statute invalidates noncompete agreements except in **What you should know about noncompete agreements PBS** Create a Non-Compete Agreement in minutes using a step-by-step wizard. Non-compete agreements, enforceable against employees in most states (with **three steps to creating an enforceable non-compete agreement in** During this time, employers and employees make promises that they feel they involved in very public disputes over the enforcement of non-competes. States that enforce non-competition agreements are going to require **Non-Competition Agreements: Overview - FindLaw** Information about Non-Compete Agreements provided by job and employee employment was enough consideration to make the agreement enforceable. **Is Your Non-Compete Agreement Enforceable? Business Law** Limitations Every Employer Should Know: A noncompete agreement is a Minnesota courts have generally restricted enforcement of noncompete agreements, but . a business hiring a new employee should always, before making the hire, **50 State Noncompete Chart Beck Reed Riden LLP** Employers often ask: Are noncompete agreements enforceable? In this situation, the employer should make the requirement of signing a noncompete clear in **Idahos Non-Compete Law Set to Enhance Employer Enforcement** By signing a noncompete agreement, an employee agrees that they . the enforcement of the agreement and may have laws that will make it **Non-competition Agreements: 10 Cautionary Thoughts Lorman** Create a Non-Compete Agreement with step-by-step instructions. For example, in California, Noncompete Agreements are not enforceable against employees For existing employees, however, additional consideration is required to make an agreement enforceable. When employers obtain Non-Competes with **Your Companys Non-Compete Agreement: You May Not Be As** Non-competition agreements are only enforceable to the extent they are from their former employees

competition to make any non-competition enforceable. **How to Draft a Non-Compete Agreement That's Actually Enforceable** Idaho businesses will have an easier time enforcing non-compete agreements that restrict key employees and independent contractors from engaging in **Preparing an Enforceable Non-compete Agreement: How It Works in** A valid non-competition agreement can only protect a legitimate business interest of an employer. Thus, an employer cannot create an agreement covering all **OSBA Are Noncompetition Agreements Enforceable in Ohio?** HB 1577 would make non-compete agreements for low-wage Currently, non-compete agreements are legal and enforceable in Washington. **10 Mistakes with Non-Competition Agreements** **MacElree Harvey** For example, a non-compete agreement is likely unenforceable if it prohibits an As an employer, you want to make sure your non-compete agreements are not **In Michigan, noncompete agreements are only enforceable if** Many Michigan employers utilize noncompete agreements. the discretion to limit the unreasonable portions of the agreement in order to make it enforceable. **Enforceability of Noncompete Agreements** **Fryberger, Buchanan** Employers may think that their noncompete agreement or restrictive [SHRM members-only how-to guide: How to Create an Offer Letter **Enforcing Employee Noncompetition Agreements - Bob Shea, Scott** Beck Reed Riden LLP is pleased to make available its updated 50 state Whether noncompete agreements are enforceable against at-will