

NON-COMPETE AGREEMENT

This Non-Compete Agreement ("Agreement") is entered into as of [Date], by and between:

Employer: [Company Name], a [State] [entity type], with its principal place of business at [Address] ("Company")

Employee/Contractor: [Full Legal Name], residing at [Address] ("Employee")

1. Consideration

In consideration of [employment / continued employment / the sum of \$____], the Employee agrees to the terms of this Agreement.

2. Restricted Activities

During the term of employment and for a period of [duration, e.g., 12 months] following separation from the Company for any reason, Employee agrees not to:

- (a) Work for, consult with, or own an interest in any business that directly competes with the Company within [geographic area];
- (b) Solicit or accept business from any client or customer of the Company with whom Employee had contact during the last [12/24] months of employment;
- (c) Solicit, recruit, or encourage any Company employee to leave the Company.

3. Confidential Information and Proprietary Information

Employee acknowledges that during employment, they will have access to confidential information and proprietary information, including but not limited to trade secrets, client lists, pricing, business strategies, and internal processes. Employee agrees not to disclose or use this information outside of their assigned duties, during or after employment.

4. Duration and Geographic Scope

The restrictions in Section 2 apply for [X months/years] from the date of separation, within [state/region/specific area].

5. Governing Law

This Agreement is governed by the laws of the State of [State].

6. Severability

If any provision of this Agreement is found unenforceable, the remaining provisions continue in full effect.

7. Entire Agreement

This Agreement represents the entire agreement between the parties regarding this subject matter and supersedes all prior discussions and agreements.

Signatures

Company:

Date:

Authorized Signature

Employee:

Date:

Employee/Contractor Signature

This is a sample non-compete agreement for informational purposes only and does not constitute legal advice. Non-compete law varies significantly by state. Consult a business attorney before using or signing any non-compete agreement.