

NON-COMPETE AGREEMENT

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

EMPLOYER: _____ [Full Legal Name],
located at _____ [Address] (the
"Company").

EMPLOYEE: _____ [Full Legal Name],
residing at _____ [Address] (the
"Employee").

1. CONSIDERATION

In consideration of the Employee's employment, continued employment, promotion, bonus, or other valuable consideration provided by the Company, the Employee agrees to be bound by the terms of this Agreement.

2. RESTRICTED PERIOD

The Employee agrees that during the term of employment with the Company and for a period of _____ [Number] months following the termination of employment (for any reason), the Employee shall not, directly or indirectly, engage in any Competing Business, as defined below.

3. RESTRICTED ACTIVITIES

The Employee shall not, directly or indirectly:

- (a) Engage in any business, profession, or occupation that competes with the Company's business in _____ [Specific Industry/Niche];
- (b) Solicit, divert, or attempt to solicit any customers or clients of the Company;
- (c) Solicit, hire, or attempt to hire any employees, contractors, or consultants of the Company;
- (d) Use any confidential information of the Company for competitive purposes.

4. GEOGRAPHIC SCOPE

The restrictions contained in this Agreement shall apply within the following geographic area:
_____ [Specific Cities, Counties, States, or
Radius].

5. CONFIDENTIAL INFORMATION

The Employee acknowledges that during employment, the Employee will have access to confidential information, trade secrets, customer lists, business strategies, and proprietary methods ("Confidential Information"). The Employee agrees to maintain the confidentiality of such information both during and after employment.

6. REASONABLENESS

The Employee acknowledges that the restrictions contained in this Agreement are reasonable in scope, geographic area, and duration, and are necessary to protect the legitimate business interests of the Company.

7. SEVERABILITY

If any provision of this Agreement is held to be unenforceable, the remaining provisions shall continue in full force and effect. A court may modify any unenforceable provision to make it enforceable to the maximum extent permitted by law.

8. REMEDIES

The Employee acknowledges that breach of this Agreement may cause irreparable harm to the Company for which monetary damages would be inadequate. The Company shall be entitled to injunctive relief, in addition to any other available remedies, to enforce this Agreement.

9. GOVERNING LAW

This Agreement shall be governed by the laws of the State of _____ [State], without regard to its conflict of laws principles.

10. ENTIRE AGREEMENT

This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all prior agreements or understandings.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first written above.

EMPLOYER:

Signature: _____ Date: _____

Printed Name: _____

Title: _____

EMPLOYEE:

Signature: _____ Date: _____

Printed Name: _____

DISCLAIMER: This template is for informational purposes only and does not constitute legal advice. Non-compete laws vary by state. Consult a licensed attorney before executing this agreement.