LEECH | TISHMAN

Restrictive Covenants/Non-Competes

In a rapidly evolving and increasingly competitive business landscape, protecting a company's valuable assets including trade secrets, intellectual property, client relationships, and other confidential and proprietary information is essential in order to maintain a competitive advantage.

These agreements are designed to protect an employer's assets both during employment and once an employee has separated from the company. Leech Tishman's Labor & Employment team has a depth of experience in restrictive covenant and trade secret counseling and litigation including::

- **Non-compete agreements:** Agreement or contractual provision between an employer and employee that prohibits the departing employee from engaging in, or performing services for, a competing business for a period of time following their separation of employment.
- **Non-solicitation agreements:** Clauses prohibiting a departing employee from soliciting the clients, customers or employees of their former employer for a specified period of time following their separation of employment.
- **Non-disclosure agreements:** Agreements prohibiting employees from disclosing trade secrets and/or proprietary and confidential information that were disclosed to them during their tenure with the employer.

Services

- Drafting and negotiation of restrictive covenants including non-compete, non-solicitation and non-disclosure agreements
- Analysis of state and federal law regarding restrictive covenants
- Counseling employers on executing restrictive covenants through alternative vehicles including equity options/ grants and/or deferred compensation agreements
- Enforcement of restrictive covenants through emergency injunctive proceedings
- Advising clients on unfair business competition laws