

Non-Compete Clause Template for Permanent Employees

1. Purpose

This Non-Compete Clause ("Clause") is intended to protect the legitimate business interests of [Company Name], herein referred to as the "Employer," concerning proprietary information, trade secrets, client relationships, and other confidential matters.

2. Scope

The Employee agrees not to engage in activities that compete directly or indirectly with the business of the Employer for the duration and within the geographic limits specified below.

3. Non-Compete Obligations

- The Employee shall not, during the term of employment and for a period of [duration, e.g., 12 months] following termination of employment, whether voluntary or involuntary, engage in any business or employment that directly competes with the Employer.
- The restriction applies within [define geographic scope, e.g., 50 miles of the Employer's principal place of business or any location where the Employer operates].
- This prohibition includes, but is not limited to, entering into employment with, or providing services to, a competing business, directly or indirectly, as an employee, consultant, contractor, or in any other capacity.

4. Confidentiality

The Employee acknowledges that, during employment, they may have access to confidential information, which must not be disclosed or used for personal benefit or for the benefit of any third party at any time during or after employment.

5. Severability

If any provision of this Clause is found to be unenforceable or invalid, the remaining provisions shall remain in full force and effect.

6. Acknowledgement

By signing below, the Employee acknowledges understanding and acceptance of this Non-Compete Clause as a condition of employment.

Employee Name:

Employee Signature:

Date:

Employer Representative:

Date:
