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## Covenants Not to Compete

*Gray Reed's Employer Handbook*

December 12, 2011

Last month we covered trade secrets and confidentiality. Now, it is time to give you the most commonly used weapon to combat employees taking your secrets across the street to a competitor. Behold, the **covenant not to compete**!

Be careful though, drafting one is a little tricky. You might want to consult a lawyer with experience drafting covenants before rolling one out. Trust me, the money you spend on the lawyer will pay for itself many times over in the business you keep by avoiding competition. Finally, keep in mind that employees don't like non-compete agreements, and some of your most valued employees might consider quitting rather than signing one, so you best have it right before you run that risk.

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