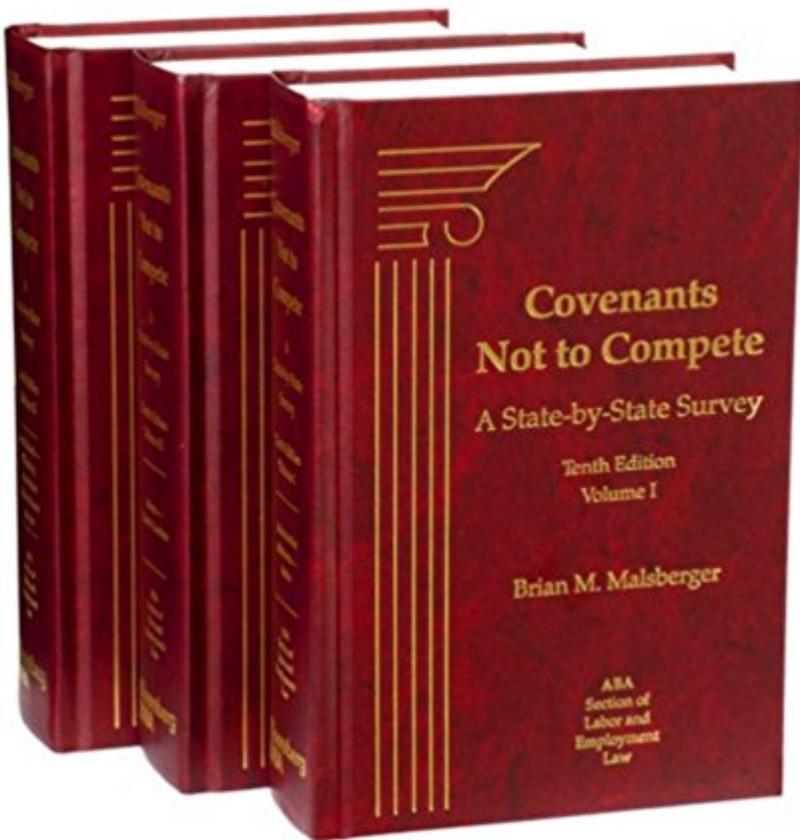


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Covenants Not To Compete: A State-by-State Survey, Tenth Edition



Synopsis

Now updated in its Tenth Edition, *Covenants Not to Compete* provides an overview of settled law but also identifies questions of first impression and discusses issues with significant splits of authority across states. Cutting-edge questions considered in the Tenth Edition include: a state statute requiring courts to reform noncompetition covenants that are overbroad as written; whether more than sporadic communication between employees and customers is required for there to be a legitimate protectable interest in goodwill; whether a termination letter clearly indicating an intent to enforce a noncompetition covenant constitutes a threat of future litigation sufficient to create an actual controversy for purposes of a declaratory judgment claim; whether nonrecruitment agreements are enforceable; the assignability of covenants not to compete; whether a term of years employment agreement is really an unenforceable restrictive covenant; whether a contractual stipulation as to irreparable harm establishes that element for purposes of injunctive relief; whether irreparable harm acknowledgement clauses are enforceable; the viability of pre-employment noncompete agreements; and whether tortious interference with a preexisting noncompetition covenant can be successfully alleged against a subsequent employer that had no knowledge of the covenant prior to hiring the employee.

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Brian M. Malsberger, a Bloomberg BNA Senior Editor, Arlington, Va., is the author of *Covenants Not to Compete: A State-by-State Survey*, Ninth Edition; *Employee Duty of Loyalty: A State-by-State Survey*, Fourth Edition; *Tortious Interference in the Employment Context: A State-by-State Survey*, Third Edition; and *Trade Secrets: A State-by-State Survey*, Fourth Edition.

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