

Non-Compete Clauses

Generally speaking, in states where they are legal, a non-compete clause will be enforceable if, at a minimum, it is:

- 1) ancillary to another agreement;
- 2) designed to protect the employer's legitimate interests;
- 3) limited in geographical scope and time duration; and
- 4) not contrary to the public interest.

** In 2001, AFTRA lobbying spurred the enactment of a law banning non-compete provisions in talent agreements in Illinois.