

# Trade Secret Protection and Non-Solicitation Arrangement

This agreement is entered into by and between **Company Name** and **Employee Name** as of the effective date below.

## 1. Trade Secret Protection

The Employee acknowledges that during their employment, they will have access to confidential information and trade secrets owned by the Company. The Employee agrees not to disclose, use, or permit the use of any such trade secrets for any purpose other than as required in the course of their employment.

## 2. Non-Solicitation

The Employee agrees that during the term of their employment and for a period of 12 months following the termination of employment, they will not, directly or indirectly, solicit, induce, or encourage any employee, client, or customer of the Company to leave the Company or to engage with any competitor.

## 3. Remedies

The Employee acknowledges that any violation of this agreement may cause irreparable harm to the Company and that the Company is entitled to seek injunctive relief in addition to any other remedies available at law or equity.

## 4. Governing Law

This agreement shall be governed by and construed in accordance with the laws of the State of .

IN WITNESS WHEREOF, the parties have executed this agreement as of .

Company Name:

By:

Title:

Date:

Employee Name:

Signature:

Date: