



## SB SOS LLC NON-COMPETE AGREEMENT

### What is a non-compete agreement?

A non-compete agreement is a contract between an employee and an employer in which the employee agrees not to enter into competition with the employer **during or after** employment. These legal contracts prevent employees from entering into markets or professions considered to be in direct competition with the employer.

**Effective start date:** first date of employment.

**End date:** Twelve months upon written termination of employment by SB SOS LLC owners.

**Region of coverage:** Santa Barbara County

**Reason for non-complete agreement:** 1) To protect SB SOS LLC proprietary buyer and client lists, vendor and resource lists and professional business relationships.  
2) To safeguard our business processes and proprietary information.

For the entire duration of this agreement, and for one year after SB SOS LLC relationship with the employee has been terminated for any reason, the employee will not work as an employee, officer, partner, consultant, agent, affiliate, referring agent or engage in any other capacity with a competing company.

This means that the employee must not perform any work or solicit any business for any entity or individual who is an auction house, runs estate sales, antique dealer, senior moving company, offers senior downsizing and senior relocation in Santa Barbara County.

**Applicant initials** \_\_\_\_\_

### **Applicant**

*I have read, understand and agree to the non-compete agreement with SB SOS LLC.*

Name: \_\_\_\_\_ Signature: \_\_\_\_\_ Date: \_\_\_\_\_