

[Company Logo] - New Horizon Solutions

Non-Compete Agreement

Employee Name: John Smith

Employee ID: 12346

Date: March 03, 2025

Address: 456 Oak Lane, Springfield, IL 62701

Section 1 - Agreement Terms:

- Duration: 1 year following termination of employment.
- Geographic Scope: Within 50 miles of Springfield, IL, or any company office.
- Prohibited Activities: Working for competitors (e.g., Tech Innovations Inc., Cyber Solutions).

Section 2 - Exceptions:

- Allowed to work in non-competing industries (e.g., retail, healthcare).
- Consulting permitted with prior written approval from CEO.

Section 3 - Consideration:

- In exchange for employment and a \$2,000 signing bonus.
- Access to proprietary training and resources.

Section 4 - Legal Enforcement:

- Breach may result in injunction and damages up to \$50,000.
- Governed by Illinois state law.
- Arbitration required before litigation.

Section 5 - Signature:

- I agree to the terms outlined.
- Employee Signature: _____ Date: _____
- Company Representative: Emily Johnson, HR Manager
- Signature: _____ Date: _____

Instructions:

- Retain a copy for your records.
- Contact legal@newhorizon.com for questions.
- Effective upon signing and employment start date.