This Non-Compete Clause (“Clause”) is incorporated into the employment agreement between ABS Company (“Employer”) and Jane Doe (“Employee”) and outlines the restrictions related to the Employee’s engagement with competitor entities during and after employment.

1. **Purpose**  
   To protect ABS Company’s legitimate business interests, confidential information, trade secrets, and goodwill, the Employee agrees to certain limitations as defined herein.
2. **Restricted Activities**  
   During the term of employment and for a period of **12 months following termination** (regardless of cause), Jane Doe shall not, without prior written consent from ABS Company:

* Directly or indirectly engage in, be employed by, consult for, or own any interest in a business that competes with ABS Company’s core business activities.
* Solicit or attempt to solicit any of ABS Company’s clients, customers, or employees for competing services or employment.

1. **Geographical Scope**  
   The restrictions apply within any geographical area where ABS Company actively conducts business during the last 12 months of Jane Doe’s employment, including but not limited to the [specify relevant regions/countries].
2. **Limitations and Enforcement**  
   This Clause shall be enforceable to the maximum extent permitted by applicable law. If any provision is found to be unenforceable, it shall be modified or severed to the minimum extent necessary, without invalidating the remainder of the Clause.
3. **Acknowledgement**  
   Jane Doe acknowledges that these restrictions are reasonable in scope and duration, necessary to protect the Employer’s legitimate interests, and do not unduly prevent her from earning a livelihood.

*Signed this [Date]*

Jane Doe, Employee

Picture of signature

Olivia Wilson

Manager