

State	Non-Compete Law	Employee Non-Competes Permissible	General Statute	Notes	Industry Specific Statute	Minimum Income/Role within company	Notice Requirements	Geographic Restriction	Duration Restriction	Scope Restriction	Health Care Non-Compete Statute	Details	Franchise Component	Details
AL	Partial Restrictions	Yes	Ala Code § 8-1-190-197	<p>"Every contract by which anyone is restrained from exercising a lawful profession, trade, or business of any kind otherwise than is provided by this section is at extent void."</p> <p>Exceptions to preserve able interest:</p> <ol style="list-style-type: none"> 1. person holds a position uniquely essential to the management, organization or if the business 2. two parties limiting commercial with each other 3.sale of good will 4. reasonable restraints on time and place 5.non-solicitation for 18 months or as long as post-separation sideration is payed 6. partners, owners or members upon dissolution of a business within geographic area where business was transacted 	Lawyers (Ala R Prof C 5.6); Mediators (Ala Code of Ethics for Mediators Stnd 11)	N/A	N/A	N/A	2 years	N/A	Yes	<p>Effective July 15, 2023: Bans non-competes for physicians and surgeons licensed under the Arkansas Medical Practices Act, osteopathic physicians licensed under Ark. Code Ann. § 17-91-101</p>	No	N/A
AK	Partial Restrictions	Yes			"Lawyers (AK R. Prof. C. 5.6)"	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
AZ	Partial Restrictions	Yes			Broadcasting industry (Labor § 23-494); Lawyers (AZ R. Prof. C. 5.6); maybe physicians (not per se unenforceable, but must be strictly construed for reasonableness)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
AR	Partial Restrictions	Yes	AR Code § 4-75-101	Permits non-competes with reasonable time and scope restrictions not greater than necessary to defend a protectable business interest. Not specifying a geographic region does not void a non-compete agreement as long as time and scope are deemed reasonable.	Licensed medical professionals (Arkansas Code Title 17, Subtitle 3); Lawyers (AR R. Prof. C. 5.6)	N/A	N/A	N/A	2 years	N/A	Yes	Amends pre-existing non-compete statute in Arkansas to include a subsection voiding any covenant not to compete that prevents a physician from practicing within their scope of practice.	No	N/A
CA	Full Ban	No	Cal. Bus. & Prof. Code § 16600. et seq.	<ol style="list-style-type: none"> 1. Codifies existing case law: Supreme Court of California, <i>Edwards v. Arthur Andersen, LLP</i>, 44 Cal. 4th 937 (2008) 2. Requires individual notification of employees with deadline: 16600.1. (b) (1) "For current employees, and for former employees who were employed after January 1, 2022, whose contracts include a noncompete clause, or who were required to enter a noncompete agreement, that does not satisfy an exception to this chapter, the employer shall, by February 14, 2024, notify the employee that the non compete clause or noncompete greement is void." 3. Extends reach of law to agreements formed outside California. <p>16600.5. (a) "Any contract that is void under this chapter is unenforceable regardless of where and when the contract was signed."</p>	Entertainment Industry (Cal. Labor Code § 2855); Lawyers (Cal. R. Prof. C. 5.6)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
CO	Partial Restrictions	Yes	C.R.S. § 8-2-113 (amendments effective August 10, 2022)	Requires notice of the covenant not to compete be given to an employee before its effective date.	Physicians (C.R.S. § 8-2- 113 (3)); Lawyers (Cal. R. Prof. C. 5.6)	The threshold for highly paid employees --"Threshold amount for highly compensated workers" means the greater of the threshold amount for highly compensated workers as determined by the division of labor standards and statistics in the department of labor and employment."	For agreements entered into on or after August 10, 2022: before acceptance of an offer of employment for new or prospective workers and at least 14 days before the effective date of restrictions for existing workers	N/A	N/A	N/A	Yes	voids non-compete agreement that restrict the right of a physician to practice medicine.	No	N/A

CT	Partial Restrictions	Yes			Security Guards (Conn. Gen. Stat. Ann. § 31-50a); Broadcasters (Conn. Gen. Stat. Ann. § 31-50b); Physicians (Conn. Gen. Stat. Ann. § 20-14p); Home Health Care, Companion, or Homemaker Service Workers (Conn. Gen. Stat. Ann. § 20-681); Lawyers (Conn. R. Prof. C. 5.6)	N/A	N/A	N/A	N/A	N/A	Yes	1. The act prohibits employers from entering into a non-compete with any employee who makes less than \$75,000 annually. This increases to \$85,000 annual income by 2032. The recently passed bill voids any non-compete entered into after January 1, 2025 related to licensed healthcare professionals providing mental health services to veterans or first responders if the non-compete can be understood to increase costs or difficulty getting those services. 2. Party seeking to enforce a non-compete agreement has the burden of proof. To be enforceable a covenant not to compete must (i) be necessary to protect a legitimate business interest, (ii) be reasonable in time, geographic scope and practice restrictions necessary to protect that business interest, (iii) be otherwise consistent with the law and public policy.	No	N/A
DE	Partial Restrictions	Yes			Physicians (Del. Code Ann. tit. 6, § 2707); Lawyers (Del. R. Prof. C. 5.6)	N/A	N/A	N/A	N/A	N/A	Yes	Bans non-competes for physicians.	No	N/A
FL	Partial Restrictions	Yes	Fla. Stat Ann § 542.336	Restrictive covenant must be supported by legitimate business interest. Party seeking to enforce agreement has burden of proof.	Physicians (Fla. Stat. Ann. § 542.336); Mediators (Fla. St. Mediator Rule 10.680); Lawyers (Fla. R. Prof. C. 4-5.6)	N/A	N/A	N/A	A court shall presume non-competes enforced against employees to be reasonable if lasting 6 months or less and unreasonable if more than 2 years.	N/A	Yes	Bans non-competes for physicians.	Yes	1 year or less shall be presumed reasonable by court; court shall presume 3 years unreasonable for franchisees
GA	Partial Restrictions	Yes	Ga. Code Ann. § 13-8-50, et seq	Permits non-competes that are reasonable in time, geographic area and scope.	Lawyers (Ga. R. Prof. C. 5.6)	Key employees and those who have the duties of managing a department and the power to hire and fire employees	N/A	includes the areas in which the employer does business at any time during the parties' relationship -- must be reasonable	2 years	the business of the employer or other person or entity in whose favor the restrictive covenant is given	No	N/A	Yes	1. The article specifies that it's law applies to a number of relationships including those between franchisors and franchisees. 2. Terms of restraint lasting 3 years or less are presumed to be reasonable.
HI	Partial Restrictions	Yes	Haw. Rev. Stat. § 480-5	Permits non-competes that are reasonable in time, geographic area and scope to protect a legitimate business interest.	Technology Workers (HRS § 480-4(d)); Lawyers (Hl. R. Prof. C. 5.6)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
ID	Partial Restrictions	Yes	Idaho Code § 44-2701-2704	Exception for key employees.	Lawyers (Id. R. Prof. C. 5.6)	Key employees	N/A	"geographic areas in which the key employee or key independent contractor provided services or had a significant presence or influence"	18 months	"limited to the type of employment or line of business conducted by the key employee or key independent contractor, as defined in section 44-2702, Idaho Code, while working for the employer"	No	N/A	No	N/A
IL	Partial Restrictions	Yes	820 ILCS 90/1, et seq. (effective January 1, 2022)	1. Voids any non-compete agreements for workers covered under a collective bargaining agreement and construction workers (regardless of access to collective bargaining). 2. "A covenant not to compete or a covenant not to solicit is illegal and void unless (1) the employee receives adequate consideration, (2) the covenant is ancillary to a valid employment relationship, (3) the covenant is no greater than is required for the protection of a legitimate business interest of the employer, (4) the covenant does not impose undue hardship on the employee, and (5) the covenant is not injurious to the public."	Broadcasters (820 ILCS 17/10 (a)); Government Contractors (30 ILCS 500/50-250; Nurses (225 ILCS 510/1); Licensed Mental Health Professionals engaged in provision of mental health services to veterans, first responders (effective January 1, 2025) Lawyers (IL R. Prof. C. 5.6)	Minimum \$75,000 expected annual income (progresses to a minimum of \$90,000 by 2037).	For agreements entered into on or after January 1, 2022, at least 14 calendar days before employment begins	N/A	N/A	N/A	Yes	The recently passed bill amends the Freedom to Work Act and voids any non-compete entered into after January 1, 2025 related to licensed healthcare professionals providing mental health services to veterans or first responders if the non-compete can be understood to increase costs or difficulty getting those services.	No	N/A

IN	Partial Restrictions	Yes			Physicians (Ind. Code § 25-22-5.5); Lawyers (Ind. R. Prof. C. 5.6)	N/A	N/A	N/A	N/A	N/A	Yes	Ban on non-competes for primary care physicians who practice family medicine, general pediatric medicine, internal medicine	Ind. Code §23-2-2.7-1 et seq.	Franchisee may recover damages. Action must be brought within 2 years.	
IA	Partial Restrictions	Yes			Healthcare Employment Agency Workers (Iowa Code § 135Q.2); Mental Health Professionals (Iowa Code ch. 147.164); Lawyers (Ia. R. Prof. C. 32-5.6)	N/A	N/A	N/A	N/A	N/A	Yes	voids non-competes between health care agencies and their agency workers and voids non-competes that limit mental health care professionals from practicing.	No	N/A	
KS	No Restrictions	Yes			Lawyers (Kan. R. Rel. Disc. Att. 5.6); Accountants (case law offers limited exceptions)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	
KY	Partial Restrictions	Yes			Lawyers (SCR 3.130(5.6)); Healthcare Services Agency Workers (Ky. Rev. Stat. § 216.724)	N/A	N/A	N/A	N/A	N/A	Yes	Restricts non-competes for temporary health care staff.	No	N/A	
LA	Partial Restrictions	Yes	La. Rev. Stat. Ann. § 23:921	Permits non-competes that are reasonable in time, geographic area and scope to protect a legitimate business interest.	Automobile Salesmen (La. R. S. 23:921(I)); Real Estate Brokers (La. R.S. 36:1448.1); Lawyers (La. R. Prof. C. 5.6); Physicians (La. R.S. 23:921(M),(N),(O)) (non-competes impermissible after three-years of employment for principal care physicians; after five-years for other physicians) (effective January 1, 2025)	N/A	N/A	within parish/municipality where franchise was operated	2 years	N/A	Yes	1. Reasonable geographic limits: the parish where "the physician's principal practice is located" and any "two contiguous parishes in which the employer carries on a like business" -- parishes must be ed in the agreement. 2. Reasonable time limits: 3 years (primary care physician); 5 years (non-primary care physician)	La. Rev. Stat. Ann. § 23:921	1. Specifies that franchisees shall not be considered employees of a franchisor. 2. Establishes 2 year limit for franchisee non-competes and prohibits competition with franchisor during term of franchise	
ME	Partial Restrictions	Yes	Me. Rev. Stat. tit. 26, c. 7 § 599-A (effective September 18, 2019)	Permits non-competes that are reasonable in time, geographic area and scope to protect a legitimate business interest.	Broadcasters (D23 Me. Rev. Stat. tit. 26, § 599); Veterinarians (Me. Rev. Stat. tit. 26, § 599-A); Lawyers (Me. R. Prof. C. 5.6)	must earn above 400% of poverty level	For agreements entered into on or after September 18, 2019, an employer must disclose prior to an offer of employment that a noncompete agreement will be required for new employees; an employer must provide a copy of the noncompete agreement not less than three business days prior to the date it must be signed for existing or prospective employees.	N/A	N/A	N/A	No	NA	No	N/A	
MD	Partial Restrictions	Yes	Md. Code Ann., Lab. & Empl. § 3-716(a) (effective October 1, 2019)	Permits non-competes that are reasonable in time, geographic area and scope to protect a legitimate business interest with limitations based on minimum income.	Lawyers (Md. R Attorneys Rule 19- 305.6); Veterinarians and Vet techs (Md. Code Ann., Lab & Emp. § 3-716(a)(1)(i)(3)); Healthcare providers engaged in direct patient care earning \$350,000 or less.(Md. Code Ann., Lab & Emp. § 3-716(a)(1)(i)(2)(c))	employees who earn above 150% of poverty level or earning more than \$350,000 annually		N/A	10 miles	1 year	N/A	Yes	Effective as of July 1, 2025, noncompete agreements are void with a health care employee earning \$350,000 or less in total annual compensation who (i) is required to be licensed under the Health Occupations Article and (ii) is providing direct patient care. Effective July 1, 2025, noncompete agreements are enforceable with a health care employee earning more than \$350,000 annually only if the restrictions do not (i) exceed one year from the last day of employment or (ii) cover more than 10 miles from the employee's primary place of employment.	No	N/A
MA	Partial Restrictions	Yes	M.G.L. c. 149, § 24L (effective October 1, 2018)	Permits non-competes that are reasonable in time, geographic area and scope to protect a legitimate business interest.	Physicians (M.G.L. c. 112, § 12X); Nurses (M.G.L. c. 112, § 74D); Psychologists (M.G. L. c. 112, § 129B); Social Workers (M.G.L. c. 112, § 135C); Broadcasters (M.G.L. c. 149, § 186); Lawyers (Mass. R. Prof. C. 5.6)	Noncompetes entered into on or after October 1, 2018 are unenforceable against employees classified as nonexempt under the Fair Labor Standards Act; undergraduate or graduate student working part time; employees who are terminated without cause or laid off; employees who are 18 and under	for agreements entered into on or after October 1, 2018, the earlier of when an offer of employment is made or 10 business days before the first day of employment for new employees; 10 business days before the effective date for existing employees.	"A geographic reach that is limited to only the geographic areas in which the employee, during any time within the last 2 years of employment, provided services or had a material presence or influence is presumptively reasonable"	1 year	limited to only the specific types of services provided by the employee at any time during the last 2 years of employment	Yes	Ban on non-competes for physicians, nurses, psychologists, social workers	No	N/A	
MI	No Restrictions	Yes	Mich. Comp. Laws § 445.774a	Permits non-competes that are reasonable in time, geographic area and scope to protect a legitimate business interest.	Lawyers (Mi. R. Prof. C. 5.6)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	

MN	Full Ban	No	Minn. Stat. 181.988 (effective July 1, 2023)	Permits non-competes that are reasonable in time, geographic area and scope to protect a legitimate business interest, excluding sale of goodwill and dissolution of partnership and prohibits agreements that would require adjudication outside Minnesota state or law.	Lawyers (Mn. R. Prof. C. 5.6)	N/A	N/A	N/A	N/A	N/A	No	N/A	Minn. R. 2860.3500 , Minn. R. 2860.4400	A statute that addresses various issues related to franchises. Establishes reasonable restriction on non-compete agreements between franchisors and franchisees. Does not specify parameters.
MS	No Restrictions	Yes			Lawyers (Mi. R. Prof. C. 5.6)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
MO	Partial Restrictions	Yes	Mo. Stat. Ann. § 431.202		Secretaries, Clerks (Mo. Rev. Stat. § 431.202); Lawyers (Mo R. Prof. C. Rule 4-5.6)	N/A	N/A	N/A	1 year	N/A	No	N/A	No	N/A
MT	Partial Restrictions	Yes	Mont. Code Ann. § 28-2-703, et seq.	"Contracts in restraint of trade generally void." -- Voids any covenant restraining someone from exercising a lawful trade, profession or business of any kind, with exceptions for sale of goodwill of business and dissolution of partnership.	Lawyers (Mt. R. Prof. C. 5.6)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
NE	No Restrictions	Yes			Lawyers (Neb R. Prof. C. § 3-505.6)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
NV	Partial Restrictions	Yes	Nev. Rev. Stat. § 613.195-200 and AB 276, Section	Permits non-competes that are reasonable in time, geographic area and scope to protect a legitimate business interest.	Lawyers (Nev. R. Prof. C. 5.6)	Must not be earning hourly wages	N/A	N/A	N/A	N/A	No	N/A	No	N/A
NH	Partial Restrictions	Yes	N.H. Rev. Stat. § 275:70 and 275:70-a (effective September 8, 2019)	Prohibits non-competes for low-wage employees	Physicians (N.H. Rev. Stat. § 329:31-a); Nurses (N.H. Rev. Stat. § 326-B:45-a); Podiatrists (N.H. Rev. Stat. § 315:18); Lawyers (N.H. R. Prof. C. 5.6)	Must earn above 200% of federal minimum wage	For new employees, employers must provide a copy of the noncompete agreement to a potential employee before the employee accepts an offer of employment.	N/A	N/A	N/A	Yes	Ban on non-competes for physicians, nurses, podiatrists	No	N/A
NJ	Partial Restrictions	Yes			Physicians (N.J.A.C. 13:42-10.16); Psychologists (N.J. Admin. Code § 13:42-10.16); Lawyers (N.J. RPC 5.6)	N/A	N/A	N/A	N/A	N/A	Yes	Noncompetes are generally prohibited for licensed psychologists, but are not per se unreasonable or unenforceable for physicians	No	N/A
NM	Partial Restrictions	Yes			Health Care Practitioner Agreements (N.M.S.A. 1978, § 24-11-1, et seq.); Lawyers (N.M. R. Prof'l Cond. 5.6)	N/A	N/A	N/A	N/A	N/A	Yes	A noncompete provision in an agreement executed after July 1, 2015, restricting a health care practitioner's right to provide clinical health care services is unenforceable upon termination of (1) the agreement, (2) a renewal or extension of the agreement, or (3) health care practitioner's employment with the party seeking to enforce the agreement. For agreements entered into on or after April 6, 2017, a provision in an agreement for clinical health care services in New Mexico is void, unenforceable, and against public policy if it either requires (1) application of the laws of another state or (2) litigation arising out of the agreement to be conducted in another state. These requirements and restrictions do not apply to agreements with health care practitioners who are shareholders, owners, partners, or directors of a health care practice.	No	N/A
NY	Partial Restrictions	Yes			Broadcasters (N.Y. Lab. Law § 202-k); Lawyers (N. Y. R. Prof. Conduct 5.6)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
NC	No Restrictions	Yes			Locksmiths (21 NCAC 29.0502 (e)) (governs both non-competes and non-solicits); Health Care Workers (common law "substantial harm" to public health standard); Lawyers (NC R BAR Ch. 2, Rule 5.6)	N/A	N/A	N/A	N/A	N/A	No (common law)	Under common law, state courts generally disfavor non-competes regarding medical professionals.	No	N/A
ND	Full Ban	No	N.D. Cent. Code § 9-08-06	Prohibits agreements restricting anyone from exercising a lawful profession, trade or business with narrow exceptions in the sale of a business context or dissolution or disassociation relating to a partnership or LLC.	Lawyers (N.D.R. Prof. C. 5.6)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
OH	No Restrictions	Yes			Lawyers (Ohio R. Prof. C. 5.6)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A

OK	Full Ban	No	OK Stat. § 15-219A	Permits competition with no limitations as long as former employee is not directly soliciting the sale of goods, services or a combination of goods and services from the established customers of the former employer.	Lawyers (Oklahoma Statutes, Title 5, chapter 1, Appendix 3-A- Oklahoma Rules of Professional Conduct, Rule 5.6)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
OR	Partial Restrictions	Yes	ORS 653.295 (amendments effective January 1, 2022)	Permits non-compete agreements in the case of protectable business interests and requires that an employee be compensated the greater of 50% of their annual expected base salary + commission or 50% of \$100,533 during the up-to-12 month term of agreement.	Home Health Care Employees (ORS 410.631); Lawyers (Or. R. Prof. C. 5.6)	\$100,533 (adjusted annually for inflation pursuant to the Consumer Price Index for All Urban Consumers)	Notice must be provided in a written employment offer to the employee 2 weeks prior to employment	N/A	12 months	N/A	Yes	Effective January 1, 2020, noncompetes entered into in the context of an employment relationship or contract with a home care worker or personal support worker are voidable by the home care worker or personal support worker and may not be enforced by an Oregon court.	No	N/A
PA	Partial Restrictions	Yes			Health Care Practitioners (H.B. 1633) (effective January 1, 2025); Lawyers (Pa. R. Prof. C. 5.6)	N/A	N/A	N/A	N/A	N/A	Yes	Effective January 1, 2025, noncompetes with health care practitioners are enforceable under the Fair Contracting for Health Care Practitioners Act only if (i) the agreement is no longer than one year and (ii) the health care practitioner was not dismissed by the employer. Covered health care practitioners include medical doctors, doctors of osteopathy, certified registered nurse anesthetists, certified registered nurse practitioners, and physician assistants (to an osteopathic medical practice or a medical practice). This restriction does not apply to covenants connected to (1) the sale of a health care practitioner's ownership interest in an entity or all or substantially all of the assets of the entity; (2) transactions resulting in the sale, transfer, or change in control of the entity; or (3) an ownership interest in the business entity.	No	N/A
RI	Partial Restrictions	Yes	R.I. Gen. Laws § 28-59-1, et seq.	Permits non-competes in the case of protectable interest and specifies that non-competes are not enforceable when applied to low wage employees, employees 18 years old and under, graduate and undergraduate students enrolled at an educational institution, and employees classified as nonexempt under the Fair Labor Standards Act, 29 U.S.C. §§ 201-219.	Physicians (R.I. Gen. Laws § 5-37-33); Advanced Practice Registered Nurses (R.I. Gen. Laws § 5-34-60 (effective June 17, 2024); Lawyers (R.I. R. Prof. C. 5.6)	Must not be classified as low wage employees.	N/A	N/A	N/A	N/A	Yes	Ban on non-competes for licensed physicians	No	N/A
SC	No Restrictions	Yes			Lawyers (Rule 5.6, RPC, Rule 407, SCACR)	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A
SD	Partial Restrictions	Yes	S.D. Codified Laws Yes § 53-9-8, et seq.	Contracts in restraint of trade void, excepting sale of good will of business or partnership dissolution.	Health Care Providers (S.D. Codified Laws § 53-9-11.1); Independent Contractor Captive Insurance Agents (S.D. Codified Laws § 53-9- 12); Lawyers (S.D. R. of Professional Ethics, Rule 5.6)	N/A	N/A	N/A	2 years	N/A	Yes	VOIDS agreements that prevent a health care practitioner from providing services within their scope of practice following termination of employment or dissolution of a partnership. EXCEPTS sale of business	No	N/A
TN	Partial Restrictions	Yes			Health Care Providers (Tenn. Code Ann. § 63- 1-148); Lawyers. (Tenn. Sup. Ct. R. 8, RPC 5.6)	N/A	N/A	N/A	N/A	N/A	Yes	Allows enforcement of non-competes for health care professionals if the agreement is in writing and signed by the health care provider, the duration of the restriction is equal to or less than 2 years, the geographic limitation is included in the agreement and no more than a 10 mile radius from the provider's practice site or the county in which they practice. Emergency medical professionals are not included.	No	N/A

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