

State of Arkansas
90th General Assembly
Regular Session, 2015

A Bill

SENATE BILL 998

By: Senator J. Hutchinson

For An Act To Be Entitled

AN ACT TO PROVIDE FOR THE ENFORCEABILITY OF A
COVENANT NOT TO COMPETE AGREEMENT; AND FOR OTHER
PURPOSES.

Subtitle

TO PROVIDE FOR THE ENFORCEABILITY OF A
COVENANT NOT TO COMPETE AGREEMENT.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code Title 4, Chapter 70, Subchapter 2, is amended
to add an additional section to read as follows:

4-70-207. Covenant not to compete agreements.

(a) A covenant not to compete agreement is enforceable if the
agreement is ancillary to an employment relationship or part of an otherwise
enforceable employment agreement or contract to the extent that:

(1) The employer has a protectable business interest; and

(2) The covenant not to compete agreement is limited with
respect to time and scope in a manner that is not greater than necessary to
defend the protectable business interest of the employer.

(b) For the purposes of subsection (a) of this section, the
protectable business interest of the employer includes the employer's:

(1) Trade secrets;

(2) Intellectual property;

(3) Customer lists;

(4) Goodwill with customers;

(5) Knowledge of his or her business practices;



1 (6) Methods;

2 (7) Profit margins;

3 (8) Costs;

4 (9) Other confidential business information that is
5 confidential, proprietary, and increases in value from not being known by a
6 competitor;

7 (10) Training and education of the employer's employees; and

8 (11) Other valuable employer data that the employer has provided
9 to an employee that an employer would reasonably seek to protect or safeguard
10 from a competitor in the interest of fairness.

11 (c)(1) The lack of a specific or defined geographic descriptive
12 restriction in a covenant not to compete agreement does not make the covenant
13 not to compete agreement overly broad under subdivision (a)(2) of this
14 section, if the covenant not to compete agreement is limited with respect to
15 time and scope in a manner that is not greater than necessary to defend the
16 protectable business interest of the employer.

17 (2) The reasonableness of a covenant not to compete agreement
18 shall be determined after considering:

19 (A) The nature of the employer's protectable business
20 interest;

21 (B) The geographic scope of the employer's business and
22 whether or not a geographic limitation is feasible under the circumstances;

23 (C) Whether or not the restriction placed on the employee
24 is limited to a specific group of customers or other individuals or entities
25 associated with the employer's business; and

26 (D) The nature of the employer's business.

27 (d) A post-termination restriction of two (2) years is presumptively
28 reasonable as to length of time under subdivision (a)(2) of this section
29 unless the facts and circumstances of a particular case clearly demonstrate
30 that two (2) years is unreasonable compared to the employer's protectable
31 business interest.

32 (e)(1) In a private court action, a court may award the employer
33 damages for a breach of a covenant not to compete agreement, appropriate
34 injunctive relief, or both, if appropriate.

35 (2) The immediate harm associated with the breach of a covenant
36 not to compete agreement shall be considered irreparable to establish the

1 appropriateness of a preliminary injunction.

2 (3) This subsection does not limit:

3 (A) Any other defense available to a party against a claim
4 for preliminary injunctive relief; or

5 (B) An employer's right to monetary damages for breach of
6 a covenant not to compete agreement.

7 (f)(1) If restrictions in a covenant not to compete agreement are
8 found to be unreasonable and impose a greater restraint than is necessary to
9 protect the protectable business interest of the employer under subdivision
10 (a)(1) of this section, the court shall reform the covenant not to compete
11 agreement to the extent necessary to:

12 (A) Cause the limitations contained in the covenant not to
13 compete agreement to be reasonable; and

14 (B) Impose a restraint that is not greater than necessary
15 to protect the protectable business interest.

16 (2) The court shall enforce the covenant not to compete
17 agreement under the reformed terms and conditions.

18 (g) An employee's continued employment is sufficient consideration for
19 a covenant not to compete agreement.

20 (h)(1) This subsection does not apply to a covenant not to compete
21 agreement that is ancillary to other contractual relationships, including any
22 type of agreement for the sale and purchase of a business, franchise
23 agreement, and any other agreement not ancillary to an employment
24 relationship or employment contract.

25 (2) Existing common law standards governing a covenant not to
26 compete agreement outside the employment background shall remain in effect.

27 (i)(1) This subsection shall not apply to other types of agreements
28 between employers and employees that do not concern competition or
29 competitive work, including:

30 (A) Agreements not to solicit, recruit, or hire employees;

31 (B) Confidentiality agreements;

32 (C) Nondisclosure agreements; and

33 (D) The terms and conditions of an employment or
34 employment agreement.

35 (2) Existing common law standards governing these types of
36 agreements shall remain in effect.

1 (j) This section shall not be read to impair, limit, or change a
2 party's protections and rights under § 4-75-601 et seq.