



HR AFFILIATES

HR UPDATES

For our clients and friends with employees in California --- if you have asked of these employees to sign a non-compete agreement, please be aware that California is requiring companies to send updated notifications by **Wednesday, February 14, 2024**, to current employees and former employees (anyone employed after Jan. 1, 2022) who were subjected to noncompete clauses. These must include a written notice that *these agreements are now void*.

In the future, rather than focusing on non-compete agreements, we encourage you to review and evaluate your confidentiality policies to ensure that your workers understand and respect what information you consider proprietary and essential to your fundamental business operations. With these notices, you can remind employees that they are still obligated under their confidentiality agreements, if those were also executed.

We are happy to assist you in navigating this change. Feel free to contact your HR consultant with any questions.