

SAMPLE NOTICE TO EMPLOYEES

[DATE]

Dear [EMPLOYEE]:

As part of your employment with the Company, you entered into certain restrictive covenants to protect the Company's customer relationships and confidential and proprietary information. Because of recent changes in the law, as of September 4, 2024, the non-competition restrictions in those agreements are no longer enforceable and the company will not seek to enforce the non-competition provisions. This does not affect any other restrictions (such as confidentiality and non-solicitation provisions) which will remain in full force and effect.

Should you have any questions about your restrictive covenants and your obligations to the company, please contact [NAME].