

FIRST REGULAR SESSION

# HOUSE BILL NO. 1008

## 101ST GENERAL ASSEMBLY

INTRODUCED BY REPRESENTATIVE HARDWICK.

2112H.011

DANA RADEMAN MILLER, Chief Clerk

### AN ACT

To repeal section 431.202, RSMo, and to enact in lieu thereof two new sections relating to business covenants.

*Be it enacted by the General Assembly of the state of Missouri, as follows:*

Section A. Section 431.202, RSMo, is repealed and two new sections enacted in lieu thereof, to be known as sections 431.201 and 431.202, to read as follows:

**431.201. As used in section 431.202, unless the context otherwise requires, the following terms mean:**

**(1) "Business entity", any natural person, business, corporation, limited liability company, series limited liability company, partnership, sole or other proprietorship, professional practice, or any other business organization or commercial enterprise, whether for profit or not, including, but not limited to, any successor-in-interest to a business entity who conducts business or who, directly or indirectly, owns any equity interest, ownership, or profit participation in the business entity;**

**(2) "Customers with whom the employee dealt", each customer or prospective customer:**

**(a) Who was serviced, directly or indirectly, by an employee of a business entity;**

**(b) Whose business or other dealings with a business entity were supervised, coordinated, or otherwise worked on, directly or indirectly, by an employee;**

**(c) Who was solicited, produced, induced, persuaded, encouraged, or otherwise dealt with, directly or indirectly, by an employee;**

**(d) About whom an employee, directly or indirectly, obtained, had knowledge of, had access to, or is in possession of confidential business or proprietary information or**

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

18 trade secrets in the course of or as a result of the employee's relationship with the business  
19 entity;

20 (e) Who has purchased or otherwise obtained products or services from a business  
21 entity and the sale or provision of which resulted in compensation, commissions, earnings,  
22 or profits to or for the employee within two years prior to the end of the employee's  
23 employment or business relationship with the business entity; or

24 (f) With whom an employee had contact, directly or indirectly, of sufficient quality,  
25 frequency, and duration during the employee's employment or other business relationship  
26 with the business entity such that the employee had influence over the customer;

27 (3) "Employee":

28 (a) A natural person currently or formerly employed or retained by a business  
29 entity in any capacity, or who has performed work for a business entity, including, but not  
30 limited to, a member of a board of directors, an officer, a supervisor, an independent  
31 contractor, or a vendor;

32 (b) A natural person who, by reason of having been employed by or having a  
33 business relationship with a business entity:

34 a. Obtained specialized skills, training, learning, or abilities; or

35 b. Obtained, had knowledge of, had access to, or is in possession of confidential or  
36 proprietary business information or trade secrets of the business entity, including, but not  
37 limited to, customer contact information or information of or belonging to customers of the  
38 business entity; or

39 (c) A current or former owner or seller of all or any part of the assets of a business  
40 entity or of any interest in a business entity, including, but not limited to, all or any part  
41 of the shares of a corporation, a partnership interest, a membership or membership  
42 interest in a limited liability company or a series limited liability company, or an equity  
43 interest, ownership, profit participation, or other interest of any type in any business  
44 entity.

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46 The definition of "employee" set forth in this subdivision shall be applicable only with  
47 respect to section 431.202 and shall have no application in any other context. The  
48 definition of "employee" is not intended, and shall not be relied upon, to create, change,  
49 or affect the employment status of any natural person or the meaning of the terms  
50 "employee", "employment", or "employer" that may be applicable in any other context  
51 or under any other provision of law.

431.202. 1. A reasonable covenant in writing promising not to solicit, recruit, hire,  
2 induce, persuade, encourage, or otherwise interfere with, directly or indirectly, the

3 employment **or other business relationship** of one or more employees **of a business entity**  
4 shall be enforceable and not a restraint of trade pursuant to subsection 1 of section 416.031 if

5 (1) Between two or more [~~corporations or other~~] business entities seeking to preserve  
6 workforce stability (which shall be deemed to be among the protectable interests of each  
7 [~~corporation or~~] **such** business entity) during, and for a reasonable period following, negotiations  
8 between such [~~corporations or~~] **business** entities for the acquisition of all or a part of one or more  
9 of such [~~corporations or~~] **business** entities;

10 (2) Between two or more [~~corporations or~~] business entities engaged in a joint venture  
11 or other legally permissible business arrangement where such covenant seeks to protect against  
12 possible misuse of confidential **business or proprietary information** or trade [~~secret business~~  
13 ~~information~~] **secrets** shared or to be shared between or among such [~~corporations or~~] entities;

14 (3) Between [~~an employer~~] **a business entity** and one or more employees **of such**  
15 **business entity** seeking on the part of the [~~employer~~] **business entity** to protect:

16 (a) Confidential **business or proprietary information** or trade [~~secret business~~  
17 ~~information~~] **secrets**; or

18 (b) Customer or supplier relationships, goodwill or loyalty, which shall be deemed to be  
19 among the protectable interests of the [~~employer~~] **business entity**; or

20 (4) Between [~~an employer~~] **a business entity** and one or more employees **of such**  
21 **business entity**, notwithstanding the absence of the protectable interests described in subdivision  
22 (3) of this subsection, so long as such covenant does not continue for more than [~~one year~~] **two**  
23 **years** following the employee's employment **or business relationship with the business entity**;  
24 provided, however, that this subdivision shall not apply to covenants signed by employees who  
25 provide only secretarial or clerical services **and who own no shares, partnership interest, or**  
26 **membership or membership interest in a limited liability company or series limited liability**  
27 **company, or equity interest, ownership, profit participation, or other interest of any type**  
28 **in the business entity**.

29 2. Whether a covenant covered by **subsection 1 of** this section is reasonable shall be  
30 determined based upon the facts and circumstances pertaining to such covenant, but a covenant  
31 covered exclusively by subdivision (3) or (4) of subsection 1 of this section shall be conclusively  
32 presumed to be reasonable if its postemployment **or postbusiness** duration is no more than [~~one~~  
33 ~~year~~] **two years**.

34 3. A reasonable covenant in writing promising not to solicit, induce, persuade,  
35 encourage, service, accept business from, or otherwise interfere with, directly or indirectly,  
36 a business entity's customers, including, but not limited to, any reduction, termination, or  
37 transfer of any customer's business, in whole or in part, for purposes of providing any  
38 product or any service that is competitive with those provided by the business entity, shall

39 be enforceable and not a restraint of trade under subsection 1 of section 416.031, if the  
40 covenant is limited to customers with whom the employee dealt during the employee's  
41 employment or other business relationship with the business entity, and if:

42 (1) The covenant is between a business entity and one or more current or former  
43 employees of the business entity and is not associated with the sale or ownership of all or  
44 any part of:

45 (a) The assets of a business entity; or

46 (b) Any interest in a business entity including, but not limited to, all or any part of  
47 the shares of a corporation, a partnership interest, a membership or membership interest  
48 in a limited liability company or series limited liability company, or an equity interest,  
49 ownership, profit participation, or other interest of any type in any business entity;

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51 provided that, the covenant does not continue for more than two years following the end  
52 of the employee's employment or business relationship with the business entity.  
53 Notwithstanding the foregoing, this subdivision shall not apply to covenants with current  
54 or former distributors, dealers, franchisees, lessees of real or personal property, or  
55 licensees of a trademark, trade dress, or service mark;

56 (2) The covenant is between a business entity and a current or former distributor,  
57 dealer, franchisee, lessee of real or personal property, or licensee of a trademark, trade  
58 dress, or service mark, and is not associated with the sale or ownership of all or any part  
59 of any of the items provided in paragraph (a) or (b) of subdivision (1) of this subsection;  
60 provided that, the covenant does not continue for more than three years following the end  
61 of the business relationship; or

62 (3) The covenant is between a business entity and the owner or seller of all or any  
63 part of any of the items provided in paragraph (a) or (b) of subdivision (1) of this  
64 subsection, so long as the covenant does not continue for longer than five years in duration  
65 or the period of time during which payments are being made to the owner or seller as a  
66 result of any sale, measured from the date of termination, closing, or disposition of such  
67 items. A breach or threatened breach of a covenant described in this subdivision shall  
68 create a conclusive presumption of irreparable harm in the absence of an issuance of  
69 injunctive relief in connection with the enforcement of the covenant, without the necessity  
70 of establishing by prima facie evidence any actual or threatened damages or harm.  
71 Nothing in this paragraph shall be construed to change any applicable evidentiary  
72 standard or other standard necessary for obtaining temporary, preliminary, or permanent  
73 injunctive relief relating to the enforcement of covenants. A provision in writing by which  
74 an employee promises to provide prior notice to a business entity of the employee's intent

75 to terminate, sell, or otherwise dispose of all or any part of any of the items covered by this  
76 subdivision shall be conclusively presumed to be enforceable and not a restraint of trade  
77 under subsection 1 of section 416.031, if the specified notice period is no longer than thirty  
78 days in duration and the business entity agrees in writing to pay the employee at the  
79 employee's regular rate of pay and to provide the employee with the employee's regular  
80 benefits during the applicable notice period even if the business entity does not require the  
81 employee to provide services during the notice period.

82 4. Whether a covenant covered by subsection 3 of this section is reasonable shall  
83 be determined based upon the facts and circumstances pertaining to the covenant, but a  
84 covenant covered by subdivisions (1) to (3) of subsection 3 of this section shall be  
85 conclusively presumed to be reasonable if the duration of its postemployment,  
86 posttermination, postbusiness relationship, postsale, or postdisposition period is consistent  
87 with the applicable duration limits set forth in subdivisions (1) to (3) of subsection 3 of this  
88 section.

89 5. No express reference to geographic area shall be required for a covenant  
90 described in this section to be enforceable.

91 6. If a covenant is overbroad, overlong, or otherwise not reasonably necessary to  
92 protect the legitimate business interests of the person seeking enforcement of the covenant,  
93 a court shall modify the covenant, enforce the covenant as modified, and grant only the  
94 relief reasonably necessary to protect such interests.

95 7. Nothing in subdivision (3) or (4) of subsection 1 or subdivisions (1) to (3) of  
96 subsection 3 of this section is intended to create, or to affect the validity or enforceability of,  
97 ~~employer-employee~~ covenants not to compete, **other types of covenants, or nondisclosure**  
98 **or confidentiality agreements, except as expressly provided in this section.**

99 ~~[4-]~~ 8. Nothing in this section shall preclude a covenant described in subsection 1 of this  
100 section from being enforceable in circumstances other than those described in subdivisions (1)  
101 to (4) of subsection 1 of this section, **or a covenant described in subsection 3 of this section**  
102 **from being enforceable in circumstances other than those described in subdivisions (1) to**  
103 **(3) of subsection 3 of this section,** where such covenant is reasonably necessary to protect a  
104 party's legally permissible business interests.

105 ~~[5-]~~ 9. **Except as otherwise expressly provided in this section,** nothing ~~[is]~~ in this  
106 section shall be construed to limit an employee's ability to seek or accept employment with  
107 another employer immediately upon, or at any time subsequent to, termination of employment,  
108 whether said termination was voluntary or nonvoluntary.

109 ~~[6-]~~ 10. This section shall have retrospective as well as prospective effect.

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