

Recent Shifts in Non-Compete Regulations

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By Niall McMillan and Anders Sleight

In this episode of Litigators Lounge, Offit Kurman commercial litigators Niall McMillan and Anders Sleight discuss recent developments affecting non-compete agreements, including a Virginia Court of Appeals decision in *Sentry Force Security v. Barrera*. They explain that while non-competes commonly restrict employees from competing, states are increasingly regulating or prohibiting them. In Virginia, the court held employers may prohibit a former employee from soliciting customers but may not bar that employee from soliciting coworkers to join a new competing venture. Anders advises employers to closely review restrictive covenants across jurisdictions, considering varying state laws and factors.