

1.1 moves to amend H.F. No. 295 as follows:

1.2 Page 1, line 10, delete "restricts" and insert "prevents"

1.3 Page 1, after line 15, insert:

1.4 "(b) "Covenant not to compete" does not include:

1.5 (1) an agreement not to solicit an employer's employees;

1.6 (2) an agreement not to solicit or transact business with an employer's current or
1.7 prospective clients, customers, or vendors;

1.8 (3) an agreement not to interfere with an employer's vendor, supplier, or other business
1.9 relationships;

1.10 (4) a confidentiality or nondisclosure agreement;

1.11 (5) an agreement prohibiting use or disclosure of trade secrets or inventions;

1.12 (6) an invention assignment agreement;

1.13 (7) an agreement entered into by a person purchasing or selling the goodwill of a business
1.14 or otherwise acquiring or disposing of an ownership interest;

1.15 (8) an agreement whereby an employee agrees to forfeit incentives or equity if they elect
1.16 to compete with the employer; or

1.17 (9) an agreement between an employer and an employee requiring advance notice of
1.18 termination of employment, during which notice period the employee remains employed
1.19 by the employer and receives compensation."

1.20 Page 1, line 16, delete "(b)" and insert "(c)"

1.21 Page 1, line 19, delete "(a) Subject to the exception" and insert "(a) An employer may
1.22 not require an employee to execute a covenant not to compete if, at the time such covenant

2.1 is executed, the employee earns or is expected to earn total annual compensation equal to
2.2 or less than the median family income for a four-person family in Minnesota, as determined
2.3 by the United States Census Bureau, for the most recent year available."

2.4 Page 1, delete lines 20 to 21

2.5 Page 2, delete lines 1 to 10

2.6 Page 2, line 11, delete "(c)" and insert "(b)"

2.7 Page 2, line 14, delete "(d)" and insert "(c)"

2.8 Page 2, line 19, delete "in Minnesota" and insert "under this section"

2.9 Page 2, line 22, delete "in Minnesota" and insert "under this section"

2.10 Page 2, line 27, delete everything before "under" and insert "a prevailing plaintiff"

2.11 Amend the title accordingly