

## Trade Secret Law Evolution

So, it means that the FTC's rule that everybody's been talking about and everybody's been preparing for, that was set to go into place on September 4th, is not going to go into place. And as a result, as long as a non-compete is otherwise lawful, as long as there's no reason under state court law that it wouldn't be unlawful, as an employer, you can still have noncompetes that are enforceable with your employees.

(03:12):

And unlike this specific court's prior order on July 3rd, 2024, which was a preliminary injunction order that restricted the noncompete, that only applied to the specific plaintiffs in the case. So, now, we have a nationwide ban in an order that strikes down the FTC's rule nationwide and restricts it from going into place. That's why this is so important.

It's been a long process. In January 5th, 2023, the FTC put forward proposed rules banning non competes, and that actually followed an executive order from July 9th, 2021, instructing the FTC to take action related





