

Bill No.: SF0107 **Effective:** 7/1/2025

LSO No.: 25LSO-0643

Enrolled Act No.: SEA No. 0087

Chapter No.: 170

Prime Sponsor: Nethercott

Catch Title: Noncompete agreements prohibited.

Has Report: No

Subject: Declaring contractual provisions in restraint of trade as void.

Summary/Major Elements:

- This act provides that any covenant or agreement not to compete that restricts the right of any person to receive compensation for performing labor (more commonly known as noncompete clauses or agreements) is void.
- The act specifies exceptions to the voiding of noncompete clauses, including:
 - Covenants not to compete contained in a contract for purchasing or selling a business.
 - Covenants not to compete that provide for the protection of trade secrets.
 - Contractual provisions that allow for the recovery of relocation, education, and training expenses.
 - Noncompete clauses applicable to executive and management personnel and officers and employees who constitute professional staff to executive and management personnel.
- This act also provides that noncompete clauses that restrict the right of a physician to practice medicine upon the termination of the physician's employment, partnership, or corporate affiliation is void. The act clarifies how physicians may disclose a change in employment to persons with rare disorders.
- This act applies to contracts entered into on and after July 1, 2025, and nothing in this act is to be construed to alter or impair any contract entered into before that date.

The above summary is not an official publication of the Wyoming Legislature and is not an official statement of legislative intent. While the Legislative Service Office endeavored to provide accurate information in this summary, it should not be relied upon as a comprehensive abstract of the bill.