

How to Quit Your Job Gracefully

News

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Kevin Troutman was quoted in *Time* on August 5, 2015. The article “How to Quit Your Job Gracefully” discussed what you need to know to navigate the transition from working for someone else to being your own boss.

Kevin provided advice on noncompete agreements.

“Always look at what the noncompete agreement,” said Kevin. “If it defines what you can and can’t do, that’s going to be your guiding point.” Contrary to popular belief, many businesses take legal action when an employee violates a noncompete agreement, and the courts do enforce them, Kevin added.

If your noncompete agreement overreaches, try negotiating a shorter time frame or smaller geographic region. Although exceptions may apply, in most jurisdictions the courts may consider a contract overly broad and not enforceable as written if it restricts you from competing with a past employer on a national level or for more than two years, Kevin noted. With any luck, your employer will see the wisdom in striking a compromise. After all, Kevin pointed out, “litigation is expensive.”

Sometimes the only option is to wait out your noncompete. But that doesn’t mean you have to sit idle. “You can prepare to compete,” Kevin said, noting that your employment contract and state laws will usually dictate how and when you can do so.

To read the full article, please visit *Time*.

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