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**Inside this issue:**

Ohio Employers Using Non-Compete Agreements with Out-of-State Employees	1
Third Installment of the Delaware County Historical Society's Programs	1
Save the Date - April 22, 2022 Laugh & Luck Reverse Raffle	2
Checking on Charities	2
Coming to Meeker Homestead Museum	2



# Client Bulletin

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## Ohio Employers Using Non-Compete Agreements With Out-of-State Employees

With the Covid-19 pandemic, Ohio employers may have more out-of-state employees than they had previously. Additionally, more states are banning or regulating non-compete agreements between an employer and an employee. Thus, Ohio employers with out-of-state branch offices or facilities or employees who work remotely living in another state now more than ever need to check laws in other states regarding employee non-compete agreements. The District of Columbia, as of April 1, 2022, effectively bans employee non-compete agreements, joining California, North Dakota and Oklahoma in doing so. In Illinois, non-compete agreements are unenforceable if the employee earns \$75,000 per year or less. For 2022, Oregon has changed its law to now ban employee non-compete agreements with a non-compete of more than one (1) year. The initial statute banned terms lasting two (2) years but was amended in 2015 to reduce the banned term to 18 months. We understand that there is legislation pending in several states to either outright ban employee non-compete agreements or restrict the length of the non-compete agreements for certain classes or types of employees.

It needs to be pointed out that these laws pertain to employee non-compete agreements and not to other types of non-compete agreements such as those frequently used in conjunction with business sales as to former owners, officers and key employees of the business sold who do not continue with the new owner of the business.

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## Third Installment of the Delaware County Historical Society's Programs

April 19, 2022 is the next installment of the Delaware County Historical Society's programs highlighting the history of Delaware County. The upcoming feature will be a historical look at the Historic County Jail and Sheriff's Residence. This program will be hosted by the Honorable Judge David Hejmanowski, Society President. The program starts at 7 p.m. and will be held at the Barn at Stratford, located at 2690 Stratford Road, Delaware, Ohio. For tickets or information, please visit [www.delawareohiohistory.org](http://www.delawareohiohistory.org).

**MANOS, MARTIN &  
PERGRAM CO., LPA**

50 North Sandusky Street  
Delaware, Ohio 43015

Phone: (740) 363-1313  
Fax: (740) 363-1314

**Visit us on the web  
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This bulletin provides general information and is not legal advice. Please contact us if you need legal advice.

If you have friends or associates whom you think would enjoy receiving a copy of this Client Bulletin, please feel free to forward it on. Thank you.

## Save the Date - April 22, 2022 Laugh & Luck Reverse Raffle

The Alpha Group of Delaware will be holding a fundraiser on April 22, 2022 at the Nationwide Hotel & Conference Center. This year's festivities will include a reverse raffle where being picked last wins big! The evening will showcase comedian Moody McCarthy. McCarthy has performed on such shows as Letterman, Conan, and Jimmy Kimmel Live. There will be a silent auction with proceeds of the evening's events going to support programs and services for the individuals with disabilities in 13 Ohio counties. The evening will be emceed by Dave Holmes of WBNS 10TV.

For more information, reservations, sponsorship opportunities or to simply make a monetary contribution to this amazing organization, please visit <https://www.alphagroup.net/>.

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## Checking on Charities

With the Ukraine invasion there are requests for donations from a multitude of organizations. If you are familiar with and confident in the organization there is no need to check regarding it. However, if you are not familiar with the organization, one way to check it out is to use the IRS's online Tax Exempt Organization search tool. IRS.gov has copies on Form 990 filings (the tax return that charitable organizations file with the IRS). There are also some "determination letters" (the letter in which the IRS informs an organization that its application for tax exempt status under IRC 501(c)(3) has been approved or disapproved) and you can verify that the organization is eligible to receive tax-deductible contributions. Amazon web services has Form 990 data but the IRS is no longer updating that site's Form 990s, so you should use IRS.gov.

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## Coming to the Meeker Homestead Museum

Coming in April, the Meeker Homestead Museum will be presenting a new exhibit titled "Journey to Delaware." This three-part exhibit will explore the people who settled into Ohio, specifically the Delaware area. Interactive displays that feature artifacts from the 1800s will highlight how these people migrated, the challenges they faced, and the communities they built. This special exhibit, which was made possible through the Delaware County Foundation by the generous donations of the Ron Sabatino Family Fund and Charles H. and Betty J. Sheets Family Donor Advised Fund, is free of charge to visitors and school groups.