PENDER & COWARD
ATTORNEYS AND COUNSELLORS AT LAW

PRACTICE AREA

EMPLOYMENT CONTRACTS

Pender & Cowards employment team has extensive experience in drafting, negotiating, and – when necessary – defending employment agreements, including non-competition, nondisclosure, and severance agreements. We work with companies to ensure that they have enforceable agreements that protect their employees, information, and clients from competitive threats. We also work with individuals to ensure that their rights are protected when entering into agreements with employers.

Non-Compete and Confidentiality Agreements

In today's competitive business environment, restrictive covenants – including those related to non-competition and confidentiality – are an integral part of many company's efforts to protect their customer relationships and proprietary information. In Virginia, such covenants must be "no more restrictive than is necessary to protect the employer's legitimate business interests." If a company's covenants exceed this standard, they are unenforceable. For this reason, it is vital that employers retain attorneys who know how to draft enforceable employment agreements. Likewise, employees often need legal counsel to help determine their rights under such contracts. We work with both employers and employees to ensure that their rights are protected. We are also prepared to proceed to litigation if it is necessary to enforce or defend restrictive covenants.

Severance Agreements and Exit Packages

Few things are more difficult for employers and employees than workplace terminations. Often, it is an employer's desire, and in its best interests, to provide terminated employees with some financial cushion, while at the same time protecting itself from potential litigation. Our employment team works with employers to develop effective exit policies and to design and draft enforceable and fair severance agreements.

Offer Letters and Employee Handbooks

The best way to protect your customer relationships and trade secrets is to have policies and contracts in place before employment even starts. We can help you develop protective polices and draft offer letters that will establish employee duties and responsibilities from the outset.

Pender & Coward's employment team has the experience and knowledge to assist both employers and employees in protecting their rights and duties under employment contracts and can work with companies to develop clear and effective employment policies and handbooks.

VIRGINIA BEACH
222 Central Park Ave. Suite 400
Virginia Beach, VA 23462

CHESAPEAKE
709 Greenbrier Parkway
Chesapeake, VA 23320

SUFFOLK
117 Market Street
Suffolk, VA 23434