

Chair Taylor, Vice-Chair Knopp, Members of the Committee

I signed and worked under a "voidable" non compete from 2015 to 2020.

Throughout my years with the company my boss would make an occasional reference about the non compete. Those comments at the time felt very pointed to remind me that I was also under one.

It wasn't until paying for a conversation with an employment law specialist in 2020 that I discovered that my non compete was "voidable" . - meaning I did not earn at my commission based job enough money to enforce a non compete in the state of Oregon. I couldn't figure out then why I was asked to sign one.

I was the top earning employee of 4 other employees at the company. I broke performance and earning records. So if I didn't make enough money, neither did the other workers who are still under these agreements. -

The way the company I worked for was structured it would be impossible to ever earn the amount required to enforce a non compete.
~~(median income for a family of 4 in Oregon as of 2019 appears to be \$97,311)-~~

I had 2 choices in leaving the company:

1. It looked like I would need to move outside of any county that I had performed work in - during my tenure there. My non-compete stated that in any county I worked in was subject to the terms. There are counties that I only did one home inspection in, under the non-compete I couldn't do home inspections anywhere there.

OR:

2. That I would need to completely re-career.

I had to forego several opportunities to work for other companies in the area - over the course of these 5 years.

Because I was painfully aware of my non-compete , In June of 2019, I flew out interviewed for and was accepted at a job in Rhode Island, but in reality the cost of moving would be too great.- In addition, my wife was employed in Portland.

This "voidable" non compete impacted several large life decisions for me and my wife over the course of the last 4 years.

Currently, I understand there are no consequences to the employer for drafting employee agreements that include a "voidable" non compete.

It would appear mythese "voidable" non competes wasare not drafted by any reputable employment lawyer or any lawyer at all. **It would appear they are sometimes written to**

intimidate and reduce the economic mobility of the employee to the benefit of the employer.

There are still 4 uninformed employees at the company that I worked for still working in identical situations to mine.

This is not a free market. This is dishonest and deceptive behavior and it needs to change. For those reasons, I am in support of SB 1527. Please vote for this bill.