



Are You Doing Everything to Protect Your Company's Trade Secrets?

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Mike Greco's article "Are You Doing Everything to Protect Your Company's Trade Secrets?" was featured in the *Denver Business Journal* on July 4, 2015.

Protecting trade secrets is a big concern for any company. It is even more important for companies in Colorado. Why? Because Colorado has an outdated non-compete statute that unnecessarily elevates the importance of trade secrets for employers who seek to protect themselves from unfair competition.

Colorado's non-compete statute places unusual limits on when a company can use a non-compete or non-solicitation agreement. The statute provides that such agreements are presumptively void unless they fall into one of four categories; i.e., contracts:

1. related to the sale of a business;
2. to recover employee training costs;
3. with "executive and management personnel" or their staff; or
4. necessary to protect trade secrets.

In the article, Mike provides three steps on how a company can prepare to protect its trade secrets:

1. Identify your trade secrets
2. Implement policies and procedures
3. Require confidentiality agreements when appropriate.

To read the full article, please visit [*Denver Business Journal*](#).

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