

Equitable Solutions LLC

Dispatch support, load document handling, invoice tracking, and compliance reminder support.

Non-Compete and Non-Solicitation Agreement

Dispatcher onboarding document for Equitable Solutions LLC

IMPORTANT: This document is a business template and is not legal advice. Have a qualified attorney review it before use.

Agreement Information

Company	Equitable Solutions LLC
Contractor / Dispatcher	_____ -
Effective Date	_____ -
Business Address	_____ -
Email / Phone	_____ -
State / County	_____ -

Drafting note: Restrictive covenants must be reasonable and depend on applicable law, facts, role, geography, duration, and legitimate business interests. This version is designed to focus heavily on non-solicitation, confidentiality, and misuse of Company relationships rather than a broad ban on working in dispatching.

1. Purpose and Legitimate Business Interests

This Non-Compete and Non-Solicitation Agreement (the "Agreement") is entered into by Equitable Solutions LLC (the "Company") and the Contractor identified above. The purpose of this Agreement is to protect the Company's legitimate business interests, including confidential information, trade secrets, goodwill, customer relationships, carrier relationships, broker/shipper relationships, pricing information, scripts, workflows, digital products, app features, and business opportunities developed by the Company.

2. Restricted Period

Unless changed by an attorney-approved version or separate written agreement, the restricted period is during the Contractor's relationship with the Company and for twelve (12) months after the relationship ends. If this period is found too long under applicable law, it should be reduced to the longest period allowed by law.

3. Restricted Territory

Unless changed by an attorney-approved version or separate written agreement, the restricted territory is limited to the geographic areas where the Contractor performed services for the Company, contacted Company customers or carriers, or received confidential Company business information. If this territory is found too broad, it should be reduced to the largest territory allowed by law.

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4. Non-Solicitation of Customers, Carriers, and Business Relationships

During the restricted period, the Contractor must not directly or indirectly solicit, divert, take away, service, interfere with, or attempt to move any Company customer, carrier, owner-operator, shipper, broker, dispatcher, vendor, lead, or business relationship that the Contractor learned about through the Company.

This restriction applies only to relationships connected to the Company, Company-provided leads, Company records, Company app data, Company customer/carrier lists, or contacts the Contractor handled through Company work.

5. Limited Non-Compete Restriction

During the restricted period, the Contractor must not use Company Confidential Information, Company customer/carrier relationships, Company pricing, Company scripts, Company workflows, Company app features, or Company digital products to operate, assist, or support a competing dispatch service that targets the same Company-sourced customers, carriers, owner-operators, or accounts handled by the Contractor.

This Agreement is not intended to prevent the Contractor from earning a living in a lawful occupation. The restriction is intended to prevent misuse of Company-provided relationships, confidential information, goodwill, and business opportunities.

6. No Circumvention

The Contractor must not bypass the Company to work directly with a Company-sourced carrier, owner-operator, shipper, broker, customer, vendor, or business lead. The Contractor must not move Company accounts to another dispatch service or personal business.

7. No Misuse of Company Systems or Materials

The Contractor must not copy, reuse, sell, publish, distribute, or recreate Company forms, scripts, training materials, app layouts, digital products, carrier onboarding forms, compliance reminder workflows, invoice processes, load document systems, website content, or internal procedures for a competing purpose.

8. Permitted Activities

Nothing in this Agreement is intended to prohibit the Contractor from using general skills, knowledge, experience, or publicly available information, provided the Contractor does not misuse Company Confidential Information, Company accounts, Company leads, or Company relationships.

9. Confidentiality and Separate Agreements

This Agreement works together with any NDA, independent contractor agreement, compensation schedule, platform terms, or Company policies signed or accepted by the Contractor. If there is a conflict, the more protective lawful provision should apply unless prohibited by law.

10. Remedies

The Contractor understands that violation of this Agreement may cause serious harm to the Company. The Company may seek injunctive relief, damages, attorney's fees if allowed, and any other remedy available under applicable law.

11. Reasonableness and Modification by Court

The parties intend for this Agreement to be reasonable in time, area, and line of business. If a court finds any restriction too broad, the parties request that the court modify the restriction to the greatest extent allowed by law and enforce the modified restriction.

12. Governing Law and Attorney Review

This Agreement is intended for use by a Florida-based business unless changed in writing. The parties should have this Agreement reviewed by a qualified attorney before relying on it. Enforceability depends on federal law, state law, the worker's role, the specific restriction, and the facts of the relationship.

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13. Entire Agreement

This Agreement contains the parties' understanding about non-solicitation, non-circumvention, and limited restricted activities. It does not replace any NDA, independent contractor agreement, compensation schedule, or other signed onboarding document unless expressly stated in writing.

Restricted Covenant Completion Checklist

- Contractor name completed.
- Effective Date completed.
- Restricted period and territory reviewed by attorney.
- Signature and printed name completed.
- Signed copy uploaded through dispatcher onboarding page.

Signature Page

By signing below, the parties acknowledge that they have read, understood, and agree to the terms of this document.

Equitable Solutions LLC	Contractor / Dispatcher
Signature: _____	Signature: _____
Printed Name: _____	Printed Name: _____
Title: Authorized Representative	Title / Role: _____
Date: _____	Date: _____
Email: contact@equitable-solutions-llc.com	Email: _____