

STATE REGULATION NOTICE

D.C. BAN ON NON-COMPETE AGREEMENTS AMENDMENT ACT 2020

As an employer in the state of D.C., we are required to provide information regarding the use and enforcement of non-compete agreements for all employees in D.C. The law states that no employer operating in the District of Columbia may request or require any employee working in the District of Columbia to agree to a non-compete policy or agreement, in accordance with the Ban on Non-Compete Agreements Amendment of 2020. Please refer to [Ban on Non-Compete Agreements Amendment Act of 2020](#) for more details.

As a reminder, all Firm policies, including the Firm's Equal Employment Opportunity and Affirmative Action policy and the Code (both of which include a list of avenues available to you for reporting a workplace concern) can be found on the Policy Library at [Ethics.bah.com](https://ethics.bah.com).

If you have any questions or concerns regarding this notice, please do not hesitate to contact the HelpDesk at 1-877-927-8278 or help_desk@bah.com.

Best regards,

Employment Risk Management and Compliance Team