

STATE REGULATION NOTICE

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

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

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