

**[Your Name]**  
[Your Address]  
[City, State, Zip Code]  
[Your Email]  
[Your Phone Number]

**[Date]**

**[Recipient Name]**  
[Title]  
[Company Name]  
[Company Address]  
[City, State, Zip Code]

**RE: Settlement Offer Regarding Non-Compete Agreement**

Dear [Recipient Name],

I am writing to formally address the ongoing dispute regarding the non-compete agreement I signed on [Date of Agreement]. As you are aware, there are conflicting views regarding the enforceability and scope of this agreement in relation to my current activities with [New Employer/Project Name].

In the interest of avoiding costly and time-consuming litigation, I am proposing the following terms for a full and final settlement of this matter:

- **Modification of Scope:** I agree to refrain from soliciting [Specific Clients/Employees] for a period of [Number] months.
- **Geographic Limitation:** The restrictive covenant shall be limited to a [Number]-mile radius from [Specific Location].
- **Release of Claims:** Both parties will agree to a mutual release of all claims, known or unknown, arising from the employment relationship and the non-compete agreement.
- **Confidentiality:** Both parties will keep the terms of this settlement confidential.

This offer is made for settlement purposes only and does not constitute an admission of liability or a waiver of any legal defenses. If we can reach an agreement on these terms, I am prepared to sign a formal settlement and release agreement immediately.

Please provide your response to this proposal by [Date]. I look forward to resolving this matter amicably.

Sincerely,

[Your Signature]

[Your Printed Name]