

## **NON-COMPETITION AGREEMENTS: RESTRICTIVE COVENANT RULES**

**This issue of the Legal Business Report provides current information to the clients of Alpert Law Firm on important tax changes regarding non-competition agreements and restrictive covenant rules. Alpert Law Firm is experienced in providing legal services to its clients in tax and estate planning matters, tax dispute resolution, tax litigation, corporate-commercial transactions and estate administration.**

### **A. BACKGROUND**

When negotiating an asset or share sale, parties commonly include a non-competition clause which prevents the vendor from competing with the purchaser of the acquired business for a specified period of time and in a particular area. Other restrictive covenants might also be included in a sale agreement, including non-solicitation clauses such as arrangements not to solicit existing customers of the business or not to induce existing employees to leave the business.

Such covenants have a real value to the purchaser, since the consideration payable for a newly-acquired business could be materially affected by competitive actions undertaken by the vendor after the sale. Until recently, however, the tax treatment of sums received in respect of such restrictive covenants was uncertain due to case law which left open the possibility that payments for non-competition agreements were non-taxable receipts.

The Department of Finance responded directly to these cases by proposing changes to the Income Tax Act (the "Act") with regard to payments for restrictive covenants. These amendments are found primarily in section 56.4 of the Act, which has been in force as of June 26, 2013. Section 56.4 of the Act also applies retroactively to amounts received or receivable by a taxpayer after October 7, 2003, other than amounts received before January 1, 2005, under a written grant of a restrictive covenant made on or before October 7, 2003.

### **B. GENERAL RULES RELATING TO RESTRICTIVE COVENANTS**

Subsection 56.4(2) of the Act provides that all amounts with respect to a restrictive covenant that are received or receivable in a taxation year by a taxpayer or a person not dealing at arm's length with the taxpayer will be fully taxable as ordinary

income. Pursuant to paragraph 212(1)(i) of the Act, where the taxpayer is a non-resident, a 25% withholding tax applies.

A “restrictive covenant” is defined in subsection 56.4(1) of the Act as “an agreement entered into, an undertaking made, or a waiver of an advantage or right by the taxpayer, whether legally enforceable or not, that affects, or is intended to affect, in any way whatever, the acquisition or provision of property or services by the taxpayer or by another taxpayer that does not deal at arm's length with the taxpayer.”

The definition given to “restrictive covenant” is a broad one and includes non-competition agreements, non-solicitation agreements, and other types of restrictive covenants, including covenants attached to land. Likewise, it is not limited in scope to promises to refrain from certain conduct or actions, but also applies to positive promises to undertake certain courses of action. The definition is broad enough that in addition to non-competition and non-solicitation agreements it could possibly include non-disclosure agreements, exclusivity clauses, signing bonuses, and break fees.

Due to the nature of the general charging provision contained in subsection 56.4(2) of the Act, and the broad definition given to the term “restrictive covenant”, parties must use care when drafting a restrictive covenant in a sales agreement in order to avoid having unintended amounts treated and taxed as income.

## **C. RELIEF FROM THE GENERAL RULES**

Subsection 56.4(3) of the Act provides some relief from the general rule that payments in respect of restrictive covenants are to be treated as income. These exceptions apply only when the parties to the agreement deal with each other at arm's length. Pursuant to subsection 56.4(4) of the Act, where these exceptions apply, the tax treatment for the purchaser should mirror that of the vendor.

### **(a) COVENANTS GRANTED BY EMPLOYEES**

Paragraph 56.4(3)(a) of the Act provides that if the amount in respect of the restrictive covenant is included in income received from an office or employment under section 5 or 6 of the Act, it need not be included under section 56.4 of the Act. This exception ensures that the same amount will not be taxed under more than one section, but it does not prevent the payment from being treated as income. The amount will be taxed to the employee as income; for the employer it will be considered to be wages paid or payable by the purchaser to the employee.

The amount will also be subject to source deductions in the same manner as other employee wages. Special tax treatment for such amounts is available under subsection 6(3.1) of the Act, which allows employees a maximum 36-month deferral in the event that the payments occur over more than one taxation year.

**(b) ASSET SALES**

In certain circumstances, parties to an asset sale can have the value of a restrictive covenant treated as an eligible amount rather than as income by filing an election. Under paragraph 56.4(3)(b) of the Act, an amount received under a restrictive covenant that is the proceeds of disposition of eligible capital property, such as goodwill, would be treated as income under the general charging provision in subsection 56.4(2) of the Act.

However, if the particular eligible capital property was previously credited to the vendor's cumulative eligible capital pool, the vendor and purchaser may file a joint election in a prescribed form, to opt out of the general charging provision and elect to treat the amount as an eligible capital expenditure to the purchaser and an eligible capital amount to the vendor. This provision ensures that the amount is not subject to double taxation and that there is consistency in the tax treatment of the amount by the purchaser and the vendor.

**(c) SHARE SALES**

In certain circumstances, parties to a share sale can avoid having the value of a restrictive covenant treated as income by filing an election. Paragraph 56.4(3)(c) applies to restrictive covenants granted with respect to sales of "eligible interests". These are defined to be capital properties of the taxpayer that are either: (i) partnership interests in a partnership that carries on a business; (ii) shares of the capital stock of a corporation that carries on a business; or (iii) shares in a holding corporation if 90% of the fair market value (the "FMV") of that holding corporation is attributable to the eligible interests of one other corporation that is carrying on business.

The vendor and purchaser may file a joint election in a prescribed form, to opt out of the general charging provision and elect to treat a portion of the amount payable for the non-competition agreement as proceeds of disposition of the eligible interest, to the extent that the payment increases the FMV of the grantor's eligible interest. This portion of the proceeds will then be taxed as proceeds of disposition of a capital property, resulting in either a capital gain or capital loss. Any portion of the amount paid

for the non-competition agreement in excess of the portion elected to be treated as proceeds of disposition of the eligible interest will be taxable as ordinary income.

The optional joint election is subject to the following additional restrictions:

- (i) If less than 90% of the FMV of a holding corporation is attributable to shares of a corporation that carries on business, the parties will not be able to file the joint election. This 90% requirement is a point-in-time test and may be overcome by redistributing assets prior to a sale in order to satisfy it;
- (ii) Shares of additional tiers of holding companies that do not have direct interests in the operating company will not meet the criteria for the joint election and such tiers would have to be merged before an acquisition if the parties wish to take advantage of the joint election;
- (iii) The joint election only applies to non-competition agreements whereby the grantor agrees to not provide, directly or indirectly, property or services in competition with those provided or to be provided by the purchaser. Any other type of restrictive covenant will not be eligible for this treatment;
- (iv) The restrictive covenant must be granted to the purchaser of the eligible interest or to a person related to the purchaser of the eligible interest;
- (v) The restrictive covenant must reasonably be considered to have been granted to maintain or preserve the value of the eligible interest disposed of to the purchaser;
- (vi) The deemed dividend rules in subsection 84(3) of the Act cannot apply to the disposition of the eligible interest, meaning there cannot be a redemption, acquisition or cancellation of any shares in the capital stock of a corporation that are the eligible interest being disposed of; and
- (vii) The amount must be added to the vendor's proceeds of disposition of the eligible interest.

These provisions do not seem to contemplate a situation where a holding company sells the shares of a target and the restrictive covenant is granted by a shareholder of the holding company. In such a situation this election would be unavailable.

**(d) ANTI-AVOIDANCE PROVISION**

The exception provided for in paragraph 56.4(3)(c) of the Act is subject to an anti-avoidance rule set out in subsection 56.4(9) of the Act. In the event that the portion of the proceeds that relate to the restrictive covenant would otherwise be treated as income from an office or employment or a business or property, the exception to subsection 56.4(2) of the Act is not applicable and the amount will be treated as income not a capital gain.

**D. ALLOCATION PROVISIONS**

Section 68 of the Act allows the Canada Revenue Agency (the "CRA") to reassess any allocation of the purchase price for shares or assets that relates to the grant of a restrictive covenant and does not appear to be reasonable in the circumstances.

Recent amendments to section 68 of the Act allow the CRA to allocate a value to a restrictive covenant (even if the vendor and purchaser have not included such a clause in the purchase and sale agreement) if it can reasonably be regarded that a portion of the sale proceeds are consideration for the grant of a restrictive covenant. This reallocation will apply to both parties to the agreement.

As a result, it is open to the CRA to question: (i) why a restrictive covenant was omitted from a purchase and sale agreement; (ii) why a restrictive covenant was required without increasing the sale price; and (iii) whether the amount allocated by the vendor and purchaser in a purchase and sale agreement accurately represents the value of the restrictive covenant.

Pursuant to the provisions of subsection 56.4(5) of the Act, there are three specific situations in which the provisions of section 68 of the Act will not deem consideration to be received or receivable by the taxpayer in respect of the restrictive covenant:

**(a) COVENANTS GRANTED BY EMPLOYEES**

Pursuant to subsection 56.4(6) of the Act, the CRA is not entitled to use the provisions of section 68 of the Act, to reallocate the consideration for a non-competition agreement in the case of an individual employee granting a restrictive covenant to an

arm's length purchaser of the employer's business, where the following conditions are met:

- (i) the taxpayer must deal at arm's length with both the purchaser and the vendor;
- (ii) the restrictive covenant must relate directly to the acquisition by the purchaser from one or more vendors of an interest in the individual's employer, in a corporation related to the employer or in a business carried on by the employer;
- (iii) the restrictive covenant must be an undertaking to not provide, directly or indirectly, property or services in competition with those provided or to be provided by the purchaser;
- (iv) the taxpayer must not have received, or be entitled to receive, any consideration for granting the restrictive covenant; and
- (v) the amount that can be reasonably regarded as consideration for the restrictive covenant must have been received or receivable only by the vendors.

**(b) REALIZATION OF GOODWILL OR DISPOSITION OF PROPERTY**

Subsection 56.4(7) of the Act, states that the CRA is not entitled to use the provisions of section 68 of the Act, to reallocate, the consideration for a non-competition agreement in the following cases: (i) a disposition of goodwill; (ii) a disposition of property, other than goodwill or shares of a corporation; and (iii) a disposition of shares in the capital stock of a corporation. The following conditions must be met in order for subsection 56.4(7) of the Act to apply:

- (i) the restrictive covenant is granted by the vendor to either a purchaser with whom the vendor deals at arm's length or an eligible individual in respect of the vendor ("eligible individual" is defined in subsection 56.4(1) of the Act as "an individual (other than a trust) who is related to the vendor and who has attained the age of 18 years");
- (ii) the restrictive covenant is an undertaking of the vendor not to provide, directly or indirectly, property or services in competition with the property or services provided or to be provided by the purchaser or a person related to

- the purchaser or an eligible individual or an eligible corporation of the eligible individual, as the case may be;
- (iii) no consideration may be received or receivable by the vendor for granting the restrictive covenant;
  - (iv) if the property being disposed of consists of shares of the capital stock of a corporation, subsection 84(3) of the Act does not apply;
  - (v) either of the following applies:
    - (a) the amount that can reasonably be regarded as consideration for the restrictive covenant is included by the vendor in computing its goodwill or received or receivable by an eligible corporation of the vendor and included in the eligible corporation's computation of goodwill; or
    - (b) it is reasonable to conclude the restrictive covenant is integral to a written agreement under which the vendor or the vendor's eligible corporation disposes of property to the purchaser or a person related to the purchaser or an eligible individual or an eligible corporation of the eligible individual, as the case may be;
  - (vi) where the restrictive covenant is granted to an eligible individual:
    - (a) the vendor was a resident of Canada at the time the restrictive covenant was granted and at the time the property was disposed of; and
    - (b) where the property disposed of consists of shares in the capital stock of a corporation that are disposed of to an eligible corporation of the vendor (referred to in subsection 56.4(7) as a "family corporation") or an eligible corporation of an eligible individual, the vendor may not at any time after granting the restrictive covenant have an interest, directly or indirectly in any manner whatever, in the family corporation or eligible corporation of the eligible individual;
  - (vii) the restrictive covenant can reasonably be regarded to have been granted to maintain or preserve the FMV of the benefit of the expenditure derived from the goodwill amount or the property disposed of; and

- (viii) the parties must file a joint election as prescribed by paragraph 56.4(7)(g) of the Act.

The term “vendor” is used in subsection 56.4(7) of the Act to refer to the taxpayer who grants the restrictive covenant. The vendor is not necessarily the taxpayer who is disposing of property or realizing an amount in respect of goodwill.

**(c) ANTI-AVOIDANCE PROVISION**

The exception provided for in subsection 56.4(7) of the Act is subject to an anti-avoidance rule set out in subsection 56.4(10) of the Act. In the event that the portion of the proceeds that relate to the restrictive covenant would otherwise be treated as income from an office or employment or a business or property, then the exception to section 68 of the Act is not applicable. Thus the anti-avoidance rule could prevent the conversion of an income gain to a capital gain.

**E. CONSIDERATION**

In general, it may be better to not allocate an amount of consideration to the restrictive agreement because doing so could lead to greater tax or the need to file an election with the CRA which could lead to a reallocation under section 68 of the Act. Also, the exceptions in subsections 56.4(6) and (7) of the Act both require that no consideration be received or receivable by the taxpayer in respect of granting the restrictive covenant.

However, to ensure that the restrictive covenant is legally binding, in their contract parties may assign nominal consideration of \$1 to the restrictive covenant. A technical reading of subsections 56.4(6) and (7) of the Act would mean that taxpayers could not make such a nominal allocation of consideration and take advantage of one of the exceptions in these subsections.

Although the CRA initially took the position that a technical interpretation was correct, it provided a handout at the 2014 Annual Conference of the Canadian Tax Foundation’s CRA Round Table that stated it has reconsidered its position. The CRA is now prepared to accept that a contract granting a restrictive covenant that uses language such as “\$1 and other good and valuable consideration” only to ensure the restrictive covenant is legally binding, so that the effect is that “no more than a \$1 worth of consideration” is conveyed by a purchaser in respect of the restrictive covenant, such

consideration will not, in and of itself, constitute proceeds received or receivable for the purposes of paragraphs 56.4(6)(e) and (7)(d) of the Act.

## **F. SECTION 56.4 ELECTIONS**

Subsection 56.4(13) of the Act states that an election under paragraphs 56.4(3)(b) or (c) or subsection 56.4(7) of the Act must include a copy of the restrictive covenant and must be filed in prescribed form, if the grantor is person resident in Canada, on or before the grantor's filing due date for the taxation year in which the restrictive covenant was granted or, in any other case, within six months after the day the restrictive covenant was granted. If any party required to file the election fails to do so, none of the parties will be able to take advantage of the election.

To prevent full income inclusion, an election should be filed in the following cases: (i) an asset purchase in which goodwill was sold and an amount of consideration was allocated to a restrictive covenant; (ii) an asset purchase in which goodwill was sold regardless of whether an amount of consideration was allocated to a non-competition covenant; and (iii) a share sale where an amount of consideration was allocated to a non-competition covenant.

The CRA has not yet released the prescribed form for making elections under section 56.4 of the Act. In the meantime, the CRA has stated that grantor and purchaser of the restrictive covenant must file a jointly-signed letter to make such an election.

The letter must include the following information for both the grantor and purchaser: (i) full name; (ii) social insurance or business number; (iii) address; and (iv) taxation year in which the transaction occurred. The letter must also include the following information about the restrictive covenant: (i) description of the restrictive covenant; (ii) name of the taxpayer granting the restrictive covenant; (iii) name of the taxpayer receiving consideration for the restrictive covenant; (iv) whether the parties deal at arm's length; and (v) the provision of the Act under which the election is being made by the parties.

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