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## **ORBACK v. HEWLETT-PACKARD | 97 F.3d 429 (1996 ...**

Hewlett-Packard Co., 97 F.3d 429, 433 (10th Cir. 1996) (underlying principle behind implied contract theory is employer made an offer to the employee showing its willingness to be bound by specific restrictions when terminating employment). The rationale for permitting implied contract claims in this context has been explained as follows:

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