

## Speaker Bios

### **Panel 1: Locked out of Work: Victims of Anticompetitive Noncompete Agreements**

**Selvam Mascarenhas** went to medical school at St. George's University School of Medicine, Grenada, West Indies. He did his residency in internal medicine at Norwalk Hospital Yale University in Connecticut. He has worked clinically in primary care, hospital medicine and skilled nursing facilities. Dr. Mascarenhas has spent the last 6 years working in population health and Utilization management. He is currently the Chief Medical Officer for Amerihealth Caritas Delaware for LTSS - long term services and support. He is Governor for the American College of Physicians Delaware chapter. American College Physicians is a professional physician organization for internal medicine physicians with a membership of 160,000 physicians.

**Cindy Holbrook** is a licensed cosmetologist with 27 years of experience in the beauty industry. After spending a year at a salon under a restrictive non-compete agreement, she was prevented from continuing her career independently, which had a devastating impact on her livelihood. Her story has been featured in the *New York Times* and the *Ohio Capital Journal*.

**C.J. Caniglia** is a veterinarian and one of four board certified large animal surgeons in the state of Maryland. He and his wife own and operate their veterinary practice, Chesapeake Equine Performance, based out of central Maryland. He has worked in multiple states and been subject to multiple non-compete agreements in the veterinary profession. In 2024, Dr. Caniglia led a successful grassroots campaign to petition the Maryland state legislature to pass a law prohibiting non-competes for veterinarians as well as most human medical professionals.

**Jennifer Kendall, DO**, serves as the program lead for the Physical Medicine and Rehabilitation (PM&R) Spine Program at Hennepin Healthcare in Minneapolis, Minnesota. In addition to her clinical responsibilities, she holds academic appointments as faculty at both the Des Moines University College of Osteopathic Medicine (DMU-COM) and the University of Minnesota's Department of PM&R. A respected leader in osteopathic and physical medicine and rehabilitation, Dr. Kendall is the immediate past president of the American Osteopathic College of Physical Medicine and Rehabilitation (AOCPMR) and a past president of the Minnesota Osteopathic Medical Society (MOMS). She previously served as the osteopathic physician member on the Minnesota Board of Medical Practice. Nationally, she contributes her expertise as a member of the AOA Board of Trustees and the Board of Directors for the National Board of Osteopathic Medical Examiners (NBOME). Dr. Kendall earned her Doctor of Osteopathic Medicine (DO) degree from Des Moines University College of Osteopathic Medicine, where she also completed a one-year pre-doctoral fellowship in osteopathic manipulative medicine (OMM). She completed her osteopathic internship at Corewell Health (formerly Botsford Hospital) in Farmington Hills, Michigan, followed by a PM&R residency and spine fellowship at the University of Michigan.

**Logan Wilke (moderator)** is an Attorney in the Bureau of Competition at the Federal Trade Commission. He joined the FTC upon graduating from Columbia Law School, where he published a Note discussing the potential harms from and lack of justification for veterinarian noncompetes titled *Leashed: How Veterinarian Noncompetes Accelerated Industry Consolidation*. He has since continued to build and utilize his knowledge of labor and antitrust issues through his work on the Joint Labor Task Force and the Commission's noncompete enforcement efforts.

## **Panel 2: Unleashing the American Worker: Policy Perspectives on Noncompetes**

**Mark Woodward** is an Assistant Director in the Anticompetitive Practices II Division of the Bureau of Competition, where he focuses on enforcement work targeting anticompetitive and unfair conduct. He has contributed to law enforcement actions across a range of industries and issues, including actions and investigations involving the use of non-compete terms in employment agreements.

**Jonathan Berry** is Solicitor at the U.S. Department of Labor, in service to President Trump's agenda to put American workers first. He leads the Department's lawyers in advising the Secretary and agency leadership on all aspects of law and in representing the Department in court. He was previously managing partner at Boyden Gray PLLC, where he provided strategic counsel and litigated on issues at the intersection of law, politics, and public policy. Earlier, he headed the regulatory office at Labor, and also served at the Department of Justice, in the first Trump Administration. Mr. Berry served as a law clerk to Judge Jerry E. Smith of the United States Court of Appeals for the Fifth Circuit, and to Associate Justice Samuel A. Alito, Jr., of the Supreme Court of the United States.

**John W. Lettieri** is a Cofounder of the Economic Innovation Group and serves as its President and Chief Executive Officer. Before founding EIG, John worked across the public and private sectors, including as Vice President of Public Policy and Government Affairs for a leading business association and as Director of Public and Government Affairs for a global aerospace manufacturer. Earlier in his career, he served as a foreign policy aide to former U.S. Senator Chuck Hagel on the Senate Foreign Relations Committee. He is a graduate of Wake Forest University where he studied Political Science and Global Commerce.

**Chris Griswold** is the policy director at American Compass and a non-resident fellow at the Research Institute of Economy, Trade and Industry in Tokyo. He was previously a senior policy advisor to U.S. Senator Marco Rubio. Griswold has held research fellowships at the Council on Foreign Relations and Rutgers University School of Management and Labor Relations, and his writing has appeared in the *New York Times*, *National Affairs*, *Newsweek*, *American Affairs*, *Comment*, and many other publications. Prior to his policy career, Griswold helped launch a nationwide youth development nonprofit in South Africa. He earned his undergraduate degree from Wheaton College and his master of divinity from Princeton Theological Seminary.

**Kelse Moen (moderator)** is Deputy Director of the FTC's Bureau of Competition and co-chair of the agency's Joint Labor Task Force. Before joining the FTC, Kelse was Senior Counsel to the US Senate Judiciary Committee, where he advised on antitrust and intellectual property issues. Before that he practiced antitrust law at two large law firms and clerked for the US District Court for the Middle District of Pennsylvania. He earned his undergraduate degree from Emory University and his law degree from Cornell Law School.

### Panel 3: Counting the Costs: The Economics of Noncompetes

**Evan Starr** is a Professor of Management & Organization at the University of Maryland's Robert H. Smith School of Business. His research focuses on labor markets, human capital, and employment contracts, with a particular emphasis on post-employment restrictive covenants such as noncompete clauses. His work has been published in leading academic journals, widely cited in policy debates, and has informed federal and state efforts to reform labor market regulation. Dr. Starr received his PhD in Economics from the University of Michigan.

**Devesh Raval** is Deputy Director of the Federal Trade Commission's Bureau of Economics, where he leads efforts on consumer protection and research. His research concerns industrial organization, with a focus on production technology, competition, and consumer protection. In addition to his expertise at the FTC, Devesh was a founding member of the Economics Team at Amazon.com and was the Victor H. Kramer Foundation Fellow at Harvard Law School from 2021 to 2022. He earned his PhD in economics from the University of Chicago.

**David Balan** is a Managing Director at Econ One Research, with a pro-enforcement practice. He spent over 20 years as a staff economist in the Bureau of Economics at the FTC; in 2013-14 he spent a year as a Senior Economist at the President's Council of Economic Advisers, and in 2018-20 he served as a part-time economic adviser to Commissioner Rohit Chopra. Dr. Balan has worked on a wide variety of antitrust cases, including numerous litigations, and recently testified as an efficiencies rebuttal expert in Colorado state court in the Kroger-Albertsons supermarket merger case. Dr. Balan has published writings on a variety of topics, including both peer-reviewed papers and policy articles. He received a Ph.D. in Economics from the University of Illinois.

**Bruce H. Kobayashi** is the Paige V. and Henry N. Butler Professor of Law and Economics at the Antonin Scalia Law School, where he has been on the faculty since 1992. He was Director of the FTC's Bureau of Economics from May 2018 to December 2019. He also was the founding director of the Global Antitrust Institute and has taught antitrust economics to hundreds of foreign competition officials and judges. Kobayashi has also served as an instructor for the Law and Economics Center's Judicial Education Program at George Mason University, where he has taught economics to hundreds of U.S. federal and state judges. He has authored more than 70 books, monographs, and articles addressing issues in law and economics, including the application of economics to antitrust, intellectual property, and consumer protection law. He earned his PhD in economics from UCLA.

**Miriam Larson-Koester (moderator)** is a Deputy Assistant Director in the Antitrust I Division of the Bureau of Economics at the FTC where she works on mergers and conduct in tech industries. Her research focuses on the impact of mergers on workers, including "Labor and Product Market Effects of Mergers" joint with Dan Hosken and Charles Taragin. She earned her PhD in economics from Cornell University in 2018 with a specialty in labor economics.